

INSIDE

Smoking policies

Scarborough College has one; the School of Graduate Studies has adopted one; and Sidney Smith Hall has one drafted.

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To superintend a chronicle of its growth during the 16th century, Oxford turned to U of T's James McConica.

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An ad thanking the government for its funding increase was the start of a lobby effort by university board chairmen.

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Historian William Nelson questions the effectiveness of U of T's system of unicameral government.

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Staff association surveys pay scales

Salaries higher here: administration

by George Cook

The U of T Staff Association (UTSA) salary survey, recently distributed to all UTSA members, is incomplete because it compares only salary ranges and not actual incomes, Ed Janzen, manager of compensation, says.

The survey concludes that the salary midpoints for several categories of University employees are often lower than those of employees doing the same work elsewhere. The survey matched about 150 job descriptions of University employees with public and private sector institutions. According to the survey, when salary midpoints are compared, U of T employees' salary levels are on average almost 10 percent lower than those of other organizations.

Janzen said 68 percent of University staff are paid above the midpoint and salary maximums at the University are on average higher than those elsewhere.

Administration surveys of actual incomes show a five to 10 percent differential in favour of the University, Janzen said. "When you match actual to actual, we are the same or further ahead."

"University policy is to pay the

average rate in the community. If things were as bad as the UTSA survey makes out we'd be losing a lot of staff; people would be leaving; but that just isn't happening. In fact, the turn-over rate is dropping."

The fact that the actual salaries of

many staff members are often above the midpoint is recognition of the quality and quantity of the work done and years of service and should not be treated as a "market correction" for lower than

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Dispute resolution panel
deliberates after hearings

by Judith Knelman

The briefs on 1986-87 faculty salaries presented to the dispute resolution

panel earlier this month identify two new issues on which the administration and the University of Toronto Faculty Association are at odds: a definition of competitive salaries and a proposal for the distribution of merit increases by division rather than department.

Other disagreements, such as the need for a catch-up component and the appropriateness of including the cost of PTR (progress-through-the-ranks) in salary increases, have been carried over from past years. But this year the administration is proposing that merit increases require the approval of a dean or vice-provost. Departments with many above-average faculty members would get more money in merit increases than they would under the present scheme, where the money is allocated by department; departments with a preponderance of average or below-average performers would get less. The faculty association opposes this plan. It has also objected to the administration's position that faculty salaries here, though they are the highest paid by an Ontario university, are competitive. Since all universities in Ontario have been chronically underfunded, the association suggests that the comparison is invalid.

Two weighty briefs and two responses went to the panel, headed by British Columbia arbitrator Donald Munroe, before the hearings Nov. 4-7. The parties to the dispute waived the stipulation in Article 6 of the *Memorandum of Agreement* that the panel's decision be released within 20 days. They have already been through 15 negotiating sessions of about two hours each and several days of mediation. If the report is unanimous, it is binding on both parties. Once the arbitrators' report is delivered, the parties have 10 days in which to reach agreement. After that, the report will be published in the *Bulletin*. Once it has been published, if it is not unanimous, then it could be rejected by Governing Council within the next 15 days, but only on the advice of the president.

Burkett award

The arbitration report of Kevin Burkett for 1982-83 figures prominently in both briefs. UTFA believes that the University should be following Burkett's recommendation that faculty salaries be increased by 25 percent over several years to compensate for 11 years' erosion. The University's position is that it was beyond Burkett's mandate to prescribe increases for future years, and, furthermore, that the Burkett award was given at a time of high inflation, when high settlements were common. Salary levels at U of T were below those at some other universities in 1982 but have improved relative to those paid in comparable institutions, says the University.

On the issue of whether salaries are competitive, the association is arguing that faculty members and librarians have been subsidizing the university system of the most prosperous province in the country while other groups of wage earners have been allowed to gain on inflation. The University has offered an economic increase of three percent plus PTR that would increase salaries, on average, by 2.63 percent and maintains that a higher increase could not be justified in terms of comparability and competitiveness.

Comparison

"The only 'catch-up' argument that should be considered by an employer in determining the appropriate level of compensation for employees is the extent to which salaries are behind those paid by comparable institutions," says the administration's brief. "If one applies the settlements in other universities for the academic year 1986-87 to the statistics available for 1985-86 and applies to the University of Toronto average salaries an increase of 5.63 percent, it can be seen that the University maintains its position as being the top-

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Retirement just a beginning

Audrey Hozack won this year's Chancellor's Award, given by the alumni for outstanding contribution to the University by a staff member. Her

involvement with the University, beginning in 1947, includes a wide range of activities and organizations, and continues past retirement. See story page 5.

Survey

Continued from Page 1

average midpoints on the salary scale, UTSA president David Askew said.

Rose Marie Harrop, UTSA vice-president, salary and benefits, said that in an already underfunded institution, staff salaries have been disproportionately depressed. She said the survey will help employees decide whether to remain at the University or leave.

Askew says the survey is a response to demands from UTSA members for an independent source of information on salary rates in the Toronto job market. He said the results show that U of T policy on staff compensation has not been followed.

However, UTSA hasn't "bought into" the idea of basing University salaries solely on market rates, he said. They are one part of a larger picture, but internal salary equity must also be taken into account.

Midpoints

The staff association study was carried out over two months by researcher Sean

Meagher, hired by UTSA with an Ontario government grant. The results compare salary ranges for 15 job classifications in five separate occupational groups. York University, the community colleges, Ontario Hydro, the city of Toronto, the Toronto board of education, the provincial civil service, several hospitals and federal government departments and agencies were among the institutions with which the comparisons were made.

Salary midpoints at U of T were compared to the mean of the 1985 midpoints in the other service sector institutions. "Where any doubt existed, the U of T job was matched with the lower paying job," the study says.

The survey comes to the following conclusions regarding comparative salary midpoints for these occupational groups:

Programmer/analysts: 9.6 percent below market midpoint. P/A II: -14.3 percent. P/A III: -4.9 percent. With 120 incumbents, the programmer/analyst series is the largest professional group at U of T. Because of their crucial role and high degree of skill and responsibility, they occupy the higher end of the pay scale, in the 8N and 10N classes.

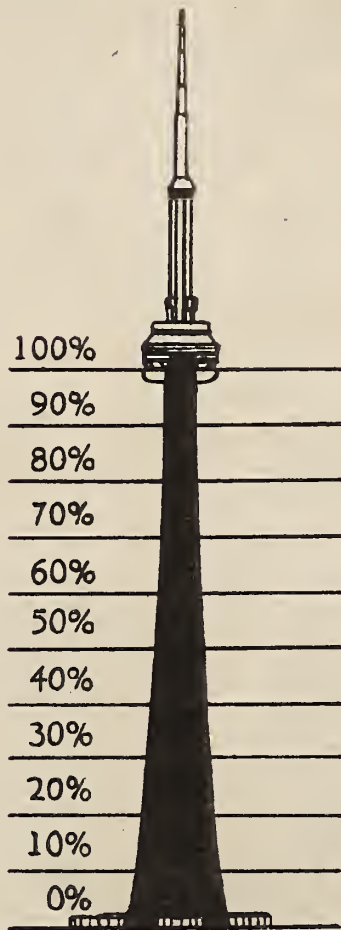
Clerks: 7.2 percent below market midpoint. Clerk II: -6.7 percent. Clerk III: -8.1 percent. Clerk-typist II: -7.7 percent. C-T III: -6.5 percent. The eight clerical staff classifications at U of T contain more than 400 employees, 12 percent of the University's total complement. The clerks, clerk-typists and clerk-stenos comprise the lower end of the wage scale, in the 3N and 4N classes.

Secretaries: 7.7 percent below market midpoint. Sec I: -8.1 percent. Sec II: -5.9 percent. Sec III: -9.0 percent. The secretarial staff at the University is one of the largest employee groups. The 500 secretaries make up 15.3 percent of the staff. These staff members are concentrated in the lower half of the wage scale, in the 4N to 6N classes.

Laboratory technicians: 12.8 percent below market midpoint. LT I: -18.5 percent. LT II: -13.8 percent. LT III: -12.5 percent. LT IV: -6.3 percent. The more than 500 lab technicians at the University make them the single largest classification series. They cover much of the wage rate spectrum, from 4N to 9N.

Engineering technologists: 12.7 percent below market midpoint. ET II: -8.1 percent. ET III: -17.4 percent. With 130 incumbents, the engineering technologist series forms the second largest technical series at the University. They occupy approximately the middle of the salary range, in the 3B and 4B classes.

U of T has topped United Way goal — and we're still counting



U of T's United Way campaign for 1986 has so far raised \$383,844, surpassing the target of \$371,000, with pledges and donations still coming in. The final total is to be announced Nov. 26 at a party at the Koffler Centre for campaign volunteers.

At that time, President George Connell will present Gordon Cressy, president of the United Way, with U of T's donation, and will pick the winning tickets in the Grand Prize draw. United Way awards for outstanding campaigns will also be given.

Meanwhile, student groups are continuing the fundraising. Last week, student council representatives canvassed classes and cafeterias for donations. The Engineering Society donated money from its Friday night pub, and Erindale students have organized a United Way Day for Nov. 26.

Search committee, botany chairperson

A search committee has been established in the Faculty of Arts & Science to recommend a chairperson for the Department of Botany. Members are: Dean R.L. Armstrong, Faculty of Arts & Science (*chairperson*); Vice-Dean J.J.B. Smith, Faculty of Arts & Science; Professor A.H. Melcher, associate dean, Division IV, School of Graduate Studies; Professor Irv Tallan, Department of Zoology; Professor Julie Silver, Department of Microbiology and Division of Life Sciences, Scarborough College; Professor J.B. Anderson, Division of Sciences, Erindale College; Professors Z.A. Patrick, P.M. Stokes and R.A. Collins, Department of Botany.

The committee would appreciate receiving nominations and/or comments from interested members of the University community. These can be made verbally or in writing to the chairperson of the committee, or to any member of the committee.

Dispute

Continued from Page 1

paying university in Ontario."

UTFA has asked for an economic increase of 5.1 percent (the rise in the cost of living in Toronto over the past year) plus 6.5 percent catch-up. Such an increase, with PTR, would put U of T salaries from 13 to 20 percent above those of other Ontario academics, the administration's brief argues. But UTFA counters: "Is it really unreasonable to ask whether any thoughtful person, examining all of the data on underfunding, would consider for a moment that in all of this devastation of Ontario universities, faculty salaries have escaped unscathed?"

"The administration argues that virtually the sole guiding criterion in this arbitration should be the salaries paid at other Ontario universities," says UTFA's reply brief. "However, the acceptance of this criterion . . . would have the effect of ensuring that University of Toronto faculty would remain within a well constructed wage ghetto created over many years through the policy of the government of the province of Ontario. . . . It is the University of Toronto, however, which . . . must lead the way out of the wage ghetto and not . . . follow the rest of the Ontario university system deeper into the quagmire of salary erosion."


Merit

In an effort to recapture the merit-driven character of the PTR scheme so that employees are rewarded to the same degree for equivalent performance, the administration has put forth a proposal that would aggregate departments and small faculties for the purpose of allocating PTR funds.


At present, says the administration's brief, "an individual's dollar award is relative to the performance of the other individuals in the same department only. There is no recognition given where departments as a whole may have, on average, performance levels that differ significantly from other departments. . . . The presence of a few

weak performers receiving low PTR awards in a department allows for greater dollar value PTR awards to all other members of the department. Conversely, uniformly strong performance in a department ensures that even strong performances will attract only average PTR awards." At the hearings, UTFA argued against adoption of this scheme, which it warned could pit departments against one another.

UTFA maintains that Ontario's economic climate is strong: "it is difficult to conceive of more advantageous economic circumstances in which to make a substantial award of catch-up to university faculty." The administration brief describes the climate as "one of continuing lower inflation, continuing high unemployment, and one in which wage settlements have consistently lagged behind the inflation rate."



UNIVERSITY OF TORONTO / UNIVERSITY OF WATERLOO
COOPERATIVE ON INFORMATION TECHNOLOGY
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1986 RESEARCH CHALLENGES IN INFORMATION TECHNOLOGY

PERSONALIZED INFORMATION SYSTEMS

FRIDAY, DECEMBER 5, 1986

Faculty of Library and Information Science Room 205 from 9 a.m. to 12 noon
University of Toronto, 140 St. George Street Room 113 from 2 to 5 p.m.

Welcome and Overview
Frank Tompa, Department of Computer Science, University of Waterloo

Critique of Existing Personal Bibliographic Systems
Steven Reimer, Department of English, University of Toronto

Current Trends in Personal Information Systems
Darrell Raymond, Department of Computer Science, University of Waterloo

Information Systems in the Small
C.C. Gotlieb, Department of Computer Science, University of Toronto

A Design for a Scholarly Personal Information System
Willard McCarty, Centre for Computing in the Humanities, University of Toronto


Challenge of Evaluating Personal Information Systems
Donna Baba, Software Usability Group, IBM Canada

Panel Sessions

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B. Challenges in Developing and Using Good Personal Information Systems

FEES: Members of the Cooperative on Information Technology/Affiliates and Subscribers \$35
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**CHRISTMAS
AT KNOX**

Presented by
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directed by
Dr. John Derksen

**Wednesday, December 3,
8 p.m.**

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**Knox College
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TAs reach tentative contract agreement

Teaching assistants will vote Nov. 25 and 26 on a tentative agreement reached by University representatives and the Canadian Union of Educational Workers, Local 2, on Nov. 7. If ratified by the 2,400 TAs who make up the union, the agreement will go to Governing Council for approval.

Manager of labour relations John Parker said the tentative agreement was reached when both the University and the union agreed to walk away from "hard-nosed" positions on amendments that deal with hiring grievances.

The University withdrew a proposed amendment that would have precluded grievances on hiring; the union decided not to press for amendments that would have allowed it to launch grievances on behalf of students who apply for jobs but are not hired.

Parker said both sides came away from negotiations with a positive outlook. "The negotiations did not end on a sour note," he said.

However, the question of grievance rights remains a "grey area", Parker said. The University has requested a judicial review in divisional court of a recent ruling by a three-person arbitration panel that upheld the union's right to grieve a decision by a University department not to rehire a teaching assistant whose term of employment had expired.

The appeal has been launched on the grounds that the arbitration panel, in making its ruling, exceeded its authority to interpret the contract, Parker said.

Union president Andy Mitchell said CUEW will continue to launch policy

grievances arising from individual cases where it believes such cases have implications for union rights.

Increases

The tentative agreement provides for a wage increase in the first year of \$1 an hour for TAs in the SGS II (PhD) category, bringing their hourly rate to \$21.90. An increase of 90 cents an hour in the second year will bring them to \$22.80.

TAs in the SGS I (MA) category will receive an increase of 90 cents an hour in the first year, and 80 cents an hour in the second, bringing their wages to \$19.59 in the first year, \$20.39 in the second.

TAs in the undergraduate category will receive an additional 80 cents an hour in the first year, 70 cents in the second, bringing their rate to \$17.13 after one year, \$19.83 after two.

The increases amount to 4.8 percent in the first year, 4.1 in the second, retroactive to Sept. 1. Teaching assistants are permitted to work no more than 10 hours a week, a maximum 280 hours of employment per academic year.

A TA in the SGS II category will be able to earn up to \$6,132 in the first year and \$6,384 in the second.

Among the other contract changes, supervisors will now be required to specify the duties of their TAs and to meet them at least once a term, and individually if they are newly hired, Mitchell said. The University has also agreed to provide the home addresses of members of the bargaining unit. There have also been improvements in maternity and bereavement leave and in leave time for those involved in grievances to attend hearings.

CUEW withdrew a request for a joint committee on work loads, Mitchell said. Instead, it will make a presentation to a meeting of principals, deans, directors and chairs requesting the establishment of a faculty-union group to conduct a survey on the subject.

Mitchell attributed the outcome of negotiations to a vote by about 70 percent of teaching assistants to give the CUEW executive the mandate to call a strike on the issue of hiring grievances.

However, Parker said the strike vote was not the determining factor in the outcome. The University recognized that teaching assistants are for the most part graduate students and decided on that basis to agree to a mutual withdrawal from stated positions in favour of discussions in future, he said.

Two meetings with conciliator Murray Lapp, following the vote, were required to reach the agreement.



Grant-supported staff attend the business affairs meeting Nov. 12 for a discussion about their terms of employment.

Pathy responds to concerns about grant-supported staff

The University extends the same terms and conditions of employment to grant-supported staff as to budget-supported staff, Vice-President (Business Affairs) Alec Pathy told a meeting of the Business Affairs Committee Nov. 12.

Pathy also told the meeting that any employee, whether hired by grant or budget support, is considered hired on a continuing basis unless that employee is given a letter explicitly stating that the term of employment is limited. He said, moreover, that a continuing appointment cannot be changed to a term appointment.

Pathy was responding to concerns raised by Michael Jackel, a staff representative on the committee. Jackel questioned whether guidelines in the Manual of Staff Policies on equal treatment of grant-supported staff and budget-supported staff were being violated.

Confusion exists over whether some staff are being hired on a contract basis or a continuing basis and whether advertising for positions clearly indicates their continuing or limited status, Jackel said.

Regarding the posting of jobs, Pathy said the human resources department is in the process of formulating a consistent procedure to ensure that advertising will make clear whether positions are term or continuing.

Speaking on behalf of 45 grant-supported staff attending the meeting, Mike Roussakis, a lab technician in the Faculty of Medicine, pointed out that, according to the staff policy manual, employment should only rarely be

limited by contract. But 50 percent of grant-supported staff hired in 1985 received limited contracts, Roussakis said. "This does not seem rare to us," he said.

Pathy acknowledged that the percentage of staff hired on limited contracts has risen from 41 percent in 1983 to 58 percent this year. The rise is probably the direct result of insecurity of funding by the granting agencies, Pathy said.

Pathy said he was preparing a detailed response to the concerns raised. He also pointed out that a working group with broad representation from throughout the University has been established to look into the issues concerning grant-supported staff.

Working group on grant-supported staff

The working group would like to invite submissions from interested members of the University community on employment conditions and the application of personnel policies to grant-supported staff.

The working group will be particularly interested in suggested solutions to the problems affecting grant-supported staff.

Please contact or write by December 15 Carole Farr, Human Resources Department, or Carole Gillin, Office of Research Administration.

By-election reminder

Ballots were mailed on Nov. 14 to all eligible voters for the Governing Council by-election in the Graduate Students Constituency II.

Any eligible voter who has not received a ballot may telephone the Governing Council Secretariat at 978-6576 to obtain one.

Completed ballots must be returned to the Governing Council Secretariat, room 106, Simcoe Hall, prior to noon, December 2. Return them in person, by campus mail or by Canada Post. Be sure to fill in the information required in the upper left-hand corner of the return envelope; failure to do so may result in invalidation of your ballot.

Christmas holiday

The University will be closed for the Christmas holiday from Wednesday, Dec. 24 to Friday, Jan. 2 inclusive. Eleanor DeWolf, assistant vice-president, human resources, has announced.

In a memorandum to principals, deans, directors and chairs, DeWolf said the administration had been urged to reconsider its decision to resume University operations Jan. 2 as there would be little activity in the academic divisions and staff would appreciate the uninterrupted holiday period.

Separate announcements will be made for such service areas as the library, UTCS, the Physical Plant Department and U of T Press.

Divisions move to restrict smoking

Efforts to ensure a smoke-free University are gathering momentum.

Scarborough College has a policy on smoking and the Faculty of Arts & Science is now working on one in conjunction with the Office of Environmental Health & Safety. Meanwhile, the School of Graduate Studies has just adopted a policy to restrict smoking in buildings at 63 and 65 St. George St. to designated areas.

Rosalyn Corrigan, administrative assistant at health and safety, said other faculties and departments are discussing policies on smoking, including Robarts Library. She said work will begin soon on a University-wide policy.

"That's what we would like to see,

although we don't know what form it would take," she said. The University of Ottawa has issued a general ban on the use of tobacco — with some exceptions — while Carleton and Guelph have taken steps to restrict smoking to designated areas, she said.

"Smoking is a serious health hazard. It kills 30,000 Canadians a year. Second-hand smoke is dangerous as well," she said. A University-wide policy would have to give smokers sufficient time to adapt to new regulations, as well as support to quit smoking, Corrigan added.

A draft policy drawn up by arts and science for Sidney Smith would prohibit smoking in the central hall, and restrict it to designated areas. After a year

smoking would not be permitted in private offices. Corrigan said the University will consider the impact of the Sidney Smith policy when discussions begin on a University approach to the smoking problem.

The policy approved by the dean of SGS prohibits smoking in two buildings to designated staff rooms. Supervisor of SGS records, Ellen Wasserman, who first raised the issue, said the decision was made by the dean and his colleagues after a survey she conducted last May indicated that most of the 61 people who work in the two buildings, including smokers, favoured the restriction for the sake of cleaner air and a healthier workplace.

PERSONNEL NEWS

Pub Night

The next Pub Night, Wednesday, November 26 will be held at the Gallery Club, Hart House. There will be an open cash bar and light refreshments available from 5 p.m.

Annual Blue Cross Medical Plans Opening Date (March deduction for April 1, 1986 coverage)

Employees not currently covered for semi-private hospitalization, extended health care or dental benefits may wish to take this opportunity to enrol in one or more of these plans. For details concerning coverages and their costs please call Benefits Administration at 978-2015.

Job openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written

application to the Personnel Department.
(1) Sylvia Holland; (2) Steve Dyce; (3) Varujan Gharakhanian; (4) Christine Marchese; (5) Maureen Brown; (6) Mirella Taiariol; (7) Lisa Raftis.

Administrative Assistant III
(\$30,970 — 36,440 — 48,440)
Environmental Studies (7)

Clerk Typist II
(\$7,545 — 8,875 — 10,205)
(50 percent full-time) Clinical Biochemistry (1)

Clerk Typist III
(\$16,570 — 19,490 — 22,410)
Management Studies, 60 percent full-time (4), Surgery, 60 percent full-time (1)

Engineering Technologist I
(\$19,200 — 22,590 — 25,980)
Playfair Neuroscience Unit (7)

Fire Prevention Officer
(\$27,500 — 32,350 — 37,200)
Physical Plant (1)

Laboratory Technician II
(\$20,230 — 23,800 — 27,370)
Banting & Best Medical Research (7), Medicine (1)

Occupational Health Nurse
(\$27,500 — 32,350 — 37,200)
Environmental Health & Safety, full-time funding until April 30, 1987 (2)

Research Officer III
(\$27,500 — 32,350 — 37,200)
Pharmacology (7)

Secretary I
(\$16,570 — 19,490 — 22,410)
Academic Statistics (1)

Secretary II
(\$18,160 — 21,370 — 24,580)
Instructional Media Services (1)

Senior Mechanical Draftsman
(\$24,800 — 29,180 — 33,500)
Physical Plant (1)

Library workers ratify contract

Full-time library workers, members of the Canadian Union of Public Employees, Local 1230, have ratified a two-year contract that increases wages five percent in the first year and five percent in the second.

However, part-time, sessional workers voted Nov. 19 to reject a proposed agreement that would have provided three years for non-student workers to move to other jobs in the library and would have reclassified students as assistant library technicians at a higher rate of pay. Of the 213 part-time employees, 62 percent voted no, 37 percent yes. There was a 46.5 percent turnout.

Of 319 full-time employees, 64 percent voted in favour of the new contract, 36 percent against. There was an 81 percent turnout.

If the deferrals of employee contributions to the pension plan, now in effect, are taken into account, wage increases for full-time employees amount to 7.5 percent in each of two years, John Parker, manager of labour relations, said.

Under the new contract, a library technician VI will make a maximum of \$27,538, a bookbinder \$33,888, beginning July 1, 1987.

Following Governing Council approval, the contract covering full-time employees will also include provisions for adoption leave already specified by University policy, and a more detailed definition of sexual harassment with reference to the grievance procedure.

The University and union have also agreed to set up a joint committee to report in six months on procedures to allow employees to transfer voluntarily from one job or location to another.

Mary Roddy, president of CUPE Local 1230, said the contract is "not the best we've ever had, but it's not the worst either."

Roddy said part-time and some full-time employees felt the proposed changes in the contract covering sessionals discriminated against non-students and against part-time students who take more than four years to complete a degree.

Parker said University and union representatives will meet again with the conciliator to reconsider the outstanding issues among part-time employees.

The rejected agreement was intended to ensure that sessional jobs were reserved for students, Parker said. At present about 12 sessionals are non-students.

Parker said University and union representatives had agreed to reclassify student sessional workers over a three year period. Students would have been eligible for employment as sessionals for up to six years, enough time for completion of BA and master of library science degrees.

After the second year of the proposed agreement an assistant library technician would have made between \$7.35 and \$8.61 an hour, depending on experience.

U of T dean helps establish nursing at Finnish university

At the request of the World Health Organization, Phyllis Jones, dean of nursing, has acted as a consultant to the University of Turku, Finland, on the establishment of a nursing program there.

Jones's four-week visit to Turku this fall was sponsored, in part, by the nursing/midwifery unit of the WHO regional office for Europe. Jones says WHO arranged the contact between the University of Turku and U of T because her faculty's commitment to fostering primary health care at the grass roots level is consistent with the organization's motto: "Health for All by the Year 2000."

In the spring of 1985 Jones held preliminary discussions in Finland with university and government officials there. This year's consultation focused on such details of implementation as links with teaching hospitals.

Twenty students are now enrolled in the two nursing courses offered in the university's faculty of medicine. The university's total enrolment is 10,000.

The University of Turku's nursing program is the last of five to become established in Finnish universities by a government plan launched in 1977. Previously, Finnish nurses received their training in four-year college programs.

Jones says nursing programs have developed slowly in Finnish universities for the same reason that nursing became a university discipline relatively late in Canada. Because the profession was preoccupied with turning out the required number of nurses as efficiently as possible, she says, little attention was paid to the build-up of knowledge necessary for a university discipline.

Jones's explanation of the research-oriented approach to nursing studies at U of T particularly interested her Finnish colleagues. She says the Finnish nurses want to develop a similar approach to nursing as a science-based profession "so that the nursing care you receive in hospital will be based on knowledge derived from scientific study and not on intuition."

Procedure for cancellation of classes

Responsibility for the cancellation of classes due to severe weather conditions rests with the vice-president of business affairs and the provost for St. George day and evening classes, and with the offices of the principals of the Scarborough and Erindale campuses.

In a memo to principals, deans, direc-

tors and chairs, Provost Joan Foley says the Human Resources Department will inform the University community on the St. George campus of any decision to cancel classes. Individual staff members are asked not to call Simcoe Hall or the Human Resources Department for a decision.

The Office of Public & Community Relations will be responsible for all communications to the media. If the decision to cancel classes is taken overnight, this will be communicated to the University community through local radio stations by the public relations office.

EQUIPMENT EXCHANGE

The "Equipment Exchange" is a Purchasing service to facilitate the recycling of surplus equipment within the University. For further information, contact Purchasing at 978-5173.

Equipment Available

Description	Qty	Model	Age	Orig.Cost	Fair Mkt Value	Contact-Phone
Paper Tape Punch	1	Facit-Addo	1970	?	best offer	David Wong 978-6303
Card Reader	1	IBM 2501-B02	1970	?	best offer	Andy Mountain 978-4310
Keypunch Machines	3	IBM 029/91	1970	?	best offer	"
Keypunch Verifier	1	TAB 410-30	1970	?	best offer	"
AES Terminals (W/S)	2	AES 105	1983	?	\$2,500 negotiable	Michael Bell 978-7333
AES Terminals (W/S)	1	AES 105A	1985	\$2,554		
Twintrack Printer	1	AES 105	1983	?		
CPU & Disk Drive	1	AES C20 CP4	1983	?		
Plotter	1	Hewlett Pack.	1982	2,573	\$ 500	P.N. Lewis 978-6759
Card Reader Printer	1	Hewlett Pack.	1980	678 US	negotiable	"
Plotter	1	Houston Instr.	1981	6,634	\$1,000	"
Spinwriter & Tracfeed	1	NEC	1979	2,600	negotiable	"
Computer Paper Forms Detacher	1	Moore 300	?	?	negotiable	Tim Chiu 978-6458

Travel Programme

FRANCE'S VISA REQUIREMENTS: For those of you travelling to France be forewarned that a Visa is required effective October 20/86. Ask one of the Preferred University Travel Agencies for more details.

AIR CANADA launched a high frequency helicopter shuttle service linking Terminal 2 at Pearson Airport to downtown Toronto in August. There are 34 flights/day between 7 a.m. and 8 p.m. and fares are: \$45 for passengers from non-Air Canada flights, \$35 for Air Canada discount passengers & \$20 for Air Canada full fare economy passengers. The Heliport is located on Cherry Street.

CANADA CUSTOMS INFORMATION: PERSONAL EXEMPTIONS OF FOREIGN GOODS BEING BROUGHT INTO CANADA

* Out of country more than 48 hours, you are allowed \$100.00

* After 7 days, not including departure day, \$300.00 exemption.

* Over 24 hours, \$20.00 exemption.

UNIVERSITY OF TORONTO Bulletin

Editor: Norma Vale
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Production Coordinator: Chris Johnson
Layout and Typesetting: Sandra Sarner
Editorial Assistant: Ailsa Ferguson
Photography: Steve Behal
Advertising: Marion de Courcy-Ireland
Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Communications.

Submissions for publication must be in the *Bulletin* office, 45 Wilcocks St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial enquiries: 978-6981

Display advertising space must be reserved two weeks before publication date.

Advertising enquiries: 978-4933

Member of the University Newspapers Group.

In retirement, Chancellor's Award winner still hard at work for the University

by Patrick Donohue

For some people, retirement suggests relaxation, but for Audrey Hozack being retired means she can take up new challenges on behalf of U of T.

This year's winner of the Chancellor's Award, given by the alumni to recognize distinguished contribution to the University by a staff member, Hozack had been assistant warden of Hart House for 14 years when she retired in 1985. Some of her other jobs in her 39 years at U of T were graduate secretary of Hart House and associate director of alumni affairs. But job titles can't describe the range of her enthusiasms. She has been involved in an astonishing variety of University organizations and activities. "I've certainly covered the campus," she says with a laugh.

Having grown up in a working-class family in Toronto's east end during the Depression, Hozack never imagined her future would be at U of T. She lacked the financial backing to enter University after high school. But the hardship in her background didn't daunt her. "It made me realize you had to take advantage of everything that came past." Left a widow by the Second World War, she supported herself and her small son by selling cosmetics door to door. That might seem a sorry plight to some people. Not to Hozack. "I was doing very well. I was the top salesman in Toronto a couple of years."

Nevertheless, she clearly felt that she was seeing the bright lights when she arrived on campus in 1947 to work as a secretary to the Students' Administrative Council, then housed in Hart House. A month after she started her secretarial job, she borrowed a formal gown so that she could serve cookies at a reception following Vincent Massey's installation as Chancellor. The glamour, the pomp thrilled her.

So did the predominance of veterans on campus. "They entered into everything with great gusto, even on their limited funds." Because their funds were limited, many students regularly lined up outside the SAC office in the last week of the month to borrow five or ten bucks to see them through. Hozack says she still runs into men she knows simply because they spent so much time in the line. As one of three female secretaries working in the House at that time, she did not mind —

to put it mildly — the "wall-to-wall men." There wasn't a dance on campus that at least one of the threesome didn't attend.

Hozack's irrepressible enthusiasm was inevitably pressed into service on students' projects. One of her favourite chores was helping *The Varsity* staff put the paper to bed. She'd work all night with them and show up fresh at her typewriter in the morning. She remembers partying with students in a Forest Hill mansion until 4 a.m. when police, called by neighbours, arrived to find the young people singing hymns on the stairs of the house. Some pals of those days became media personalities: Norman DePoe and Ross McLean, for instance. At one point in later years, she numbered among her old friends all the presidents of Ontario universities.

How did Jimmy Hozack, who was to become her husband, edge out so much competition? "He plied me with theatre tickets. I loved theatre." Jimmy was manager of Hart House Theatre, where Robert Gill was producing the future stars of Canada's stage. Audrey loved fraternizing with the likes of Donald Sutherland, Kate Reid, Barbara Hamilton, Araby Lockhart and Bill Hutt.

Discovering an aptitude for administration, she enrolled part-time in the business certificate course in what was then the Division of Extension. In 1966, she graduated with honours from the course and assumed she was in line for a promotion. But Hozack says she was told that she would have to leave the University if she wanted an administrative job because there weren't any available here for women. Fortunately, however, Joe Evans, then director of alumni affairs, was looking for an assistant and thought of her. "I never met a more active, bright, on-going, cheerful person who had so many different abilities," he says.

Evans gave Hozack an office with a desk, a chair and an empty filing cabinet. Hozack's approach to the job was typical. "I don't spend much time worrying. I get on with it." She took on the responsibility of collecting news of alumni for the *University of Toronto News*. On a holiday in Bermuda, she filled her spare moments by organizing a branch of the alumni association. She

also established branches in Boston and Washington and helped form what eventually became the Woodsworth College association.

In 1971, Hozack returned to Hart House as assistant warden. The admission of women as members of the House was still a year away but it was clear that the male bastion was about to fall. Warden Arnold Wilkinson offered Hozack the assistant warden's job because he had noticed an article in the *Bulletin* about an award she had received for her administrative abilities. Hozack had submitted a brief to the hearings on the future of the House arguing that women should be admitted. Yet she knew that her appointment was a shock to some people.

"Her cheerful demeanour and open manner, with some firmness — especially in the face of the resistance of some senior members — led to the full and effective integration of women in the House," says the present warden, Richard Alway. Alway also cites Hozack's leadership in heading up projects like the Canadian-Finnish student exchange which, thanks largely to her initiative, is on the point of taking place every two years instead of every four. "When you get someone as talented as Audrey, you're very lucky indeed. Hart House and the members over the years recognize that."

When tuition became a staff benefit, Hozack enrolled in a degree program in Woodsworth College. She determined that by the time she retired she would have her degree. "I had to jam in another half course to make it on schedule, but I did it." Meanwhile, she kept up her extra-curricular involvement. She served on the *Varsity* board for many years. She has been a member of various committees of the Universities and Colleges Credit Union. She pushed for the formation of the staff association. She became a member of the University Settlement Auxiliary and served on the crafts club, yoga and T'ai Chi committees of Hart House.

In "retirement" Hozack works from a third floor office in Woodsworth as the volunteer coordinator of the college's fundraising campaign. She had been a student of Principal Art Kruger's in an

introductory economics course some 20 years earlier and they had remained friends. "I had the feeling Audrey was not a person likely to retire. She's going to get caught up in something," Kruger says. "She's too good to let go."

True to Kruger's prediction, Hozack is caught up in many things. She's very active among the Senior Alumni; she is just completing two years as president of the Canadian Friends of Finland; she teaches weaving at Hart House and takes two exercise classes a week and one T'ai Chi class. "When I was working my husband assumed I was at Hart House. Now he has no idea where I am." Hozack knows she has extraordinary energy. "I wear most people out." She seems to see no end to her involvement — not just in U of T but in the whole of life. "You can go on forever if you've got enough energy and health."

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University proposes to buy Gage institute

The Business Affairs and Planning & Resources Committees have recommended for approval a proposal that the University buy the Gage Research Institute at 223 College St. from the National Sanitarium Association for \$1 million. Governing Council will consider the recommendation Dec. 4.

The committee approved the terms of the sale according to which the University will pay for the building in five annual instalments of \$200,000 and the Sanitarium Association will grant the University \$50,000 annually during the same period to support research in the building.

With an overall capacity of 10,600 assignable square feet, the building houses an animal care facility on its ground floor and fully equipped medical research facilities on its other three floors. Only two floors are currently oc-

cupied by research programs.

Janice Oliver, assistant vice-president (facilities and administrative systems), said the building would provide urgently required labs for either the Department of Ophthalmology or the Faculty of Pharmacy. Relocation of the ophthalmology labs, currently located at 1 Spadina Cres., would enable the Department of Psychology to undertake the long-awaited expansion of its facilities in that building.

At the end of five years, the building is expected to be worth at least \$1.5 million. The agreement with the National Sanitarium Association allows the University to sell the building before the end of five years if space is provided elsewhere for research now housed there.

Under U of T ownership, the premises would be known as the Gage Research Building.

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McConica charts transformation of 16th century Oxford

by George Cook

When James McConica, president of the University of St. Michael's College, agreed to edit the third volume of *The History of the University of Oxford*, he believed he and his 13 collaborators were on familiar ground; the reformation university had been described before. But as their work began they realized the territory was in many respects unmapped. "The most difficult problem," McConica recalls, chuckling, "proved to be our profound ignorance of the whole thing."

The project began in 1968 when Oxford asked Trevor Aston, then editor of *The Journal Past and Present*, to take on the general editorship of the comprehensive eight-volume history of the university, from its origins in the 12th century to the present day. Aston asked McConica to become the contributing editor of volume three, the only volume editor not a faculty member at the university. "I think the reason I was asked is that I was myself an Oxford graduate and I'd gone back to do my doctoral work with Hugh Trevor-Roper." That research became McConica's first book, *The English Humanists in Reformation Politics*, which included a chapter on the universities, one of the first modern studies of their impact in the 16th century. McConica joined Toronto's Pontifical Institute of Mediaeval Studies, became a fellow of All Souls College, Oxford, and began working, dividing his time between the two centres.

“I think there was a vague feeling at the outset that it would take about 10 years to get through the entire project, but in fact it was 10 years before the first volume appeared. That was daunting, but it became increasingly exciting as we realized that most opinions needed to be revised — some of them were dead wrong — and that there was



Above, the Oxford coat of arms. Left, John Rainolds, president of Corpus Christi College, 1599 to 1607. James McConica writes: "Rainolds' mental world exactly demonstrated the flowering of the Oxford school under Elizabeth: catholic and eclectic . . . an erudite humanism . . ."

tent of the curriculum. Yet when you get to the early 17th century, the whole place is very unlike the University of Oxford at the end of the previous century. Nobody saw that it was being rebuilt from the ground up. It was an unobtrusive change in any one generation, but the cumulative effect was really quite revolutionary."

As the Oxford colleges replaced the medieval halls, they established their institutional ascendancy over the central authority of the university and its faculties. "The university itself was not endowed," McConica says. "The colleges were; they had land and income of their own. This was the ground of their independence. It was the university that tended to be political and relied on the state, whereas the colleges could go their merry way and thumb their noses if they wished — never absolutely, of course, because the Tudor state was all-powerful and if the fist came down, it came down with a crash."

The colleges had greater flexibility than the faculties to respond to new demands in education. "The faculties in Oxford were then, as they are even today to a large degree, federal: the colleges chose their fellows. The faculty of the whole university was made up of that assembly of people, but the university had no power to appoint anyone to anything. One of the benefits was that the colleges could hire quickly, so to speak — take on people who were able to teach something that was wanted — without much regard for the concerns of the university.

“Within the very broad rules of the statutory curriculum, they could cater to special needs and interests, so in this period they were quite willing to take young men who weren’t going to persevere, to finish a BA — we’re talking about gentleman commoners — and who would be there as a rule maybe a year and a half.

"What they got was a form of advanced schooling, training in humanistic Latin, something in civil law, a bit of this, a bit of that. I don't mean by that that they didn't get a sound education, but they weren't there as potential academics, they were there getting a gentleman's training to serve the commonwealth and to advance their



Non minus est te coris donus imph. diana Mar. g.
 Cuius parva ceteri Madal. in praetorcent.
 Splendida munimenta te parat ter'q. patrona,
 A mula splendoris plena, vix. m. ter.
 Indidit haec nomen Gulicbrae Wuxtht. alburnus
 Vnus de q. e. corpus migne vix. m. ter.

Capit. ab Henrico. vi. per Gual. m^o d^o p^o d^o } 1250
 pp. totum Winton. m^o d^o p^o d^o }

Magdalen College, founded in the latter half of the 15th century by William of Waynflete. The illustration is from the earliest surviving view of Oxford, a manuscript presented to Queen Elizabeth on her visit to the university in 1566.

a wealth of material nobody had ever looked at. We took up the challenge of looking at the social function of the university and its place in the changing society of Tudor England," McConica says. "Was it a catalyst, or a brake on social change; was it a social escalator; what kind of people went; what dif-

ference did it make to them? All those issues were new and exciting."

The volume, recently published by Oxford University Press, is a multi-faceted, analytical portrait of the rise of the collegiate university during the turbulent period from the accession of Henry VIII in 1509 to the death of Elizabeth in 1603. It contains a strong narrative core — two chapters on the relationship between Oxford and the state and one on reformation controversies — and a series of in-depth studies of the colleges, the faculties of arts, medicine, law and theology, public lectures and professorial chairs, the provision of books and economics and finance. The

opening and closing chapters, written by McConica, deal with the rise of the undergraduate college and the collegiate society of Elizabethan Oxford respectively.

Colleges

The rise of the colleges — their ascendancy over the medieval halls and their predominance in relation to the central authority in the university — is one of the book's major themes.

The medieval university contained colleges, but they were small, largely graduate institutions. "In a way, the institution was there," McConica says, "and its potential as miniature academy was already discovered in the middle ages. Magdalen College really stands behind the whole development. And one by one you see the new founders choose that model. Up to Christ Church, the founders, with one exception, were all churchmen and they were able to train their own people there. So you can see the development from that point of view, as an extension of an episcopal household for the training of clergy.

"But the thing that produces such a large scale development of the colleges is the growing appetite for education among the laity at large and, of course, growing prosperity. The key was the growing demand for literacy and therefore, in due course, humanist education." As demand grew the colleges realized the training of undergraduates would provide them not only with future graduate fellows but also much-needed revenue.

"There is no particular moment in the history of the Tudor university when you could say something terrific had happened to alter the place," McConica says. "The reformation was the most dramatic event, but it took years and didn't affect 'lifestyles', so to speak, although it may have affected the con-

own careers. The university's concerns were towards degrees. These two things didn't collide but, if it had been left to the university, these chaps would never have come at all."

Discipline

In addition to the kind of education parents increasingly wanted for their children, the colleges offered — or attempted to offer — both physical and moral security for their students. "The regular undergraduate accommodation of the middle ages was the hall, where there was little supervision and often rather haphazard teaching. Inside a college, they were closely supervised and lived in a more wholesome way."

The reformation university had an obsessive concern with discipline among its students and graduates. For the first time, the cane was used. College statutes and record books are the principal source of our knowledge of codes of behaviour. But there is also strong anecdotal evidence to suggest that their application was very much a matter of discretion. In the final chapter, McConica vividly recounts the story of student William Finmore, later Sir William, admitted to St. John's College at 17.

"Finmore was notorious for gadding and wandering in the streets, for 'haunting and frequenting tavernes, alehouses and disinge houses and other suspected places'," writes McConica. One Sunday night, the college president made a personal search and found Finmore absent. "The president condemned him and his fellow absentees to be beaten, beginning with Finmore, who resisted, 'and gave the President very foule words and stroke him and in the end drew his knife upon him and told him that he would thrust his knife unto him and into the best man he kept and vaunting up upon the tables of the hall he defended himself by force and violence with his naked knife, and so resisting the punishment enjoined unto him, he ran away out of the College in his dublett and hose, crying out as he went 'that whosoever should lay hands on him he would kill him' ". Three days later Finmore returned, chastened.

McConica concludes: "His defiance looks spectacular ... and yet his threat to the president of the college brought no additional punishment on his head. We are forced to realize that we cannot know all the circumstances, nor recapture the personal understanding and estimate of each man, that must have informed the college's policy. We are again reminded of the distance between the rigid provisions of college statute and the realities as seen and acted upon by contemporaries."

The application of a sterner discipline than had been in force in the middle ages led to a number of unintended but valuable innovations, in particular the practice of appointing a personal tutor for each undergraduate. Initially, this was done "to secure responsible control of the young man's finances"; in subsequent centuries this became one of the privileges of an Oxford education.

The strictures placed on Oxford in defense of religious conformity and loyalty to the crown had far-reaching consequences for the collegiate system. The rise of the colleges occurred partly in response to the need for institutional structures susceptible to ideological control. The medieval hall was in many respects less open to state scrutiny than the college. "The religious dissenters, both the extreme protestants and the catholics, tended to take refuge in the hall," McConica says, "where they weren't so conspicuous, where the need for conformity wasn't so imperative and where they could escape some supervision."

Lessons

McConica's study of Oxford has influenced his attitude to the modern university. "There are lessons there," he

says. "One is that universities have to live by their wits to some degree. They have to be able to respond with some flexibility to the changing needs of the society that supports them. A well developed college system is an admirable way to provide that flexibility."

"Collegiate societies find it possible to build up a constituency of families and social groups in a way that the larger university doesn't. Within a generation you get families coming back. It happens almost at once. You build up a kind of family sense within a college which is very hard to arrive at in the university as a whole, as the University of Toronto has found."

McConica notes the enormous changes that have taken place in universities since the reformation. "The intellectual priorities have changed against the colleges," he says. "I mean, quite simply: science and technology. As science became more organized and highly capitalized, the colleges couldn't do it. At Cambridge that virtually wiped out the autonomy of college appointments by the beginning of this century. Oxford remained very much more a collegiate university until after the Second

World War, precisely because science wasn't so prominent in the priorities of the university as a whole."

Comparisons of the quality of education in institutions separated by half a millenium are difficult, but some general observations are possible. "The modern university gives a far more sophisticated and exacting training in the traditional humanities," McConica says, "but they occupy only a tiny portion of the university's general culture. They've become a kind of specialty within the academic culture, instead of the foundation of the whole academic enterprise. The whole culture of the Tudor university was literary and humanistic. Laymen as well as clerics were given a broad literary culture rooted in the classical tradition. That's really what education was about. Science had its place, but the conception of science was not at all like ours. The roots of modern science can be traced back to that period, but it was a very different thing."

Other great changes have taken place. The power of the purse now rests with central authorities and the state treasury. "At Oxford today government

funding is vital to new academic appointments. In order for a college to elect a fellow (what we would call a tenured position) they have to have assurance that the lecturer is welcome in the faculty, so that they can get the necessary complementary government funding to pay the stipend." The autonomy of independent colleges has diminished greatly but, McConica notes, "it lasted for 500 years."

"If relevance to contemporary public concerns is a test of educational success," he writes in the volume's concluding chapter, "then the eclectic and learned protestantism of the Elizabethan university was a triumph. Sidney and Savile, Rainolds, Humfrey, Bodley, Burton, Donne and Hooker together provide a measure of its achievement. Savile's edition of Chrysostom, the Oxford share in the King James version, Hooker's *Laws of Ecclesiastical Polity* are its true monuments. Above them all stands the vast and cosmopolitan quarry of erudition which is the Bodleian library, the crown and creation of that collegiate city which came into its own in the Elizabethan age."

Oxford and the state

Reformation Oxford's relations to the state were troubled, to say the least. Its two great chancellors of the 16th century, Cardinal Wolsey and the Earl of Leicester, closely associated with England's monarchs, Henry VIII and Elizabeth respectively, both contributed enormously to the development of the university, but at a price: power in the pursuit of religious orthodoxy.

"Compared to the medieval university there was a real state intervention," James McConica says. "The reason was quite simple: the universities were very important institutions for the government. They were training the youth of the country, all people who were going to be important, so the government wanted to be sure the universities were not dissident. They did that by altering the form of government and by in effect

taking over the appointment of the leading university officers, in a way that we would regard as absolutely intolerable."

Wolsey's fall from grace and the advent of English protestantism proved disastrous for the university and for the rest of the century Oxford was distrusted by the crown. "It became an unpopular place with the government and really the secret resort of catholics, or at least people who were not at all pleased with the developments."

Early attempts to "protestantize" the university under Edward VI, Henry's successor, met with only limited success. With the accession of Queen Mary, the state reimposed catholicism and the protestants were purged from Oxford as the catholics had been under Edward and would again be under Elizabeth.

The Marian persecution resulted in the legendary martyrdom of William Cranmer, the prelate who found a rationale in canon law to justify Henry's divorce of Catherine of Aragon and who, as the first Archbishop of Canterbury in the reformed Church of England, drew up the Book of Common Prayer.

Following his arrest on charges of treason, the archbishop, a Cambridge man, was removed to Oxford, the less protestant of the two universities, for trial. Forced by degrees to sign a series of recantations acknowledging the supremacy of the pope, he was nevertheless condemned to be burnt at the stake for heresy. Cranmer's ordeal, examined

from several points of view in the volume, is vividly described by Claire Cross in the chapter Oxford and the Tudor State, 1509-1558:

On March 21, 1556, "a foul and rainy day, he too came to his burning. Because of the weather the formal proceedings took place in St. Mary's where Dr. Cole preached on Cranmer's belated conversion. The congregation then waited for the former archbishop to make a public confession of his heresy, but instead of the expected last submission Cranmer, finding strength in his extremity, withdrew all his recantations, renounced the pope and asserted that his beliefs continued to be those which he had set down in his book against the bishop of Winchester. He promised that his hand which had offended, writing contrary to his heart, should be the first part of his body to suffer in the fire. So Cranmer at the eleventh hour ... died a martyr for his faith."

Mythology has it that the death of Cranmer inspired defiance, and several conversions have been attributed to it, but Cross offers a less romantic assessment. "The effect upon the university of this treatment of the leading academic protestants," she writes, "...seems to have been twofold. The resolute deaths of the martyrs may have encouraged a tiny minority to remain steadfast in their protestantism ... while the persecution doubtless dragooned a majority into conformity."

Once again, however, it was to be conformity in a lost cause. Elizabeth and the Earl of Leicester saw to that. In the chapter State, Church and the University 1558-1603, Penry Williams offers an assessment: "The impact of the governmental machinery was decisive, even if it was not rapid. Catholicism was gradually purged and puritanism never obtained a permanent hold over the university, its more extreme exponents either departing or moderating their views." Williams concludes: "The university had ... come to rely upon external support and lay open to state influence. Until the end of the sixteenth century this process was probably not, on balance, seriously damaging. But it held threats of dangerous consequences for the future: the university's independence had been heavily mortgaged; it was not to be redeemed until three centuries had passed."



Henry VIII is portrayed in the initial letter of a licence granted to Cardinal Wolsey for the endowment of Cardinal College, renamed King Henry VIII College in 1532, after Wolsey's fall, then Christ Church, the name it bears today.

RESEARCH NEWS

For further information and application forms for any of the following agencies, please contact ORA at 978-2163.

Environment Canada
Research proposals are being solicited for the 1987-88 water resources research support program. At the present time the future of Environment Canada's science subvention programs is uncertain. However, a decision is expected shortly. ORA will continue to seek more definite information. Deadline for submission of applications is *December 3*.

Medical Research Council
Revised studentship application forms (MRC 21 1986) have been issued for the 1987-88 program. Supervisors and students are advised that old forms will not be accepted by MRC for future competitions.

National Institutes of Health
The NIH Guide and Supplement is sent regularly by the U.S. Department of Health & Human Services to ORA. The guide announces scientific initiatives and provides information on opportunities, requirements and changes in extramural programs administered by NIH. Investigators may consult these pamphlets during office hours at ORA, room 133-S, Simcoe Hall.

Paralyzed Veterans of America
Funds are available from the Spinal Cord Research Foundation to support projects and fellowships relevant to spinal cord injury.

Applications which focus on basic science, regeneration and applied medical research will receive priority during the early 1987 funding cycle, which has a deadline for submissions of *January 1*.

Psycho-social and technological proposals will be considered at the *July 1* deadline.

Further information and application forms may be obtained from ORA.

Physicians' Services Inc. Foundation
The foundation has issued new application forms (G1-11-86). Investigators are advised that these are to be used for the upcoming deadline of *January 9*.

Scottish Rite Schizophrenia Research
Both fellowships and operating funds are available to support research relevant to the field of schizophrenia. Awards are made for clearly defined projects on the cause, diagnosis, prevention and treatment of this condition. Pilot projects of one to two years' duration will be considered.

Applications for operating support are in the form of an initial letter of intent to be submitted by *January 1*; the deadline for fellowships is *February 1*.

Investigators should contact ORA for further information if they intend to make an application.

Tsumura Juntendo, Inc.
Japan's leading producer of oriental herbal medicines is offering funds to foster in-depth basic and clinical studies on the properties of

medicinal plants, with emphasis on those used in oriental medicines.

Support will be in the range of \$10,000-25,000 per year for a two-year period. Further details and application forms are available. Competitions are held twice a year with deadlines of *January 1* and *July 1*.

University of Toronto
ORA now has revised guidelines and application forms for researchers who wish to apply to any of the Humanities & Social Sciences Committee program competitions during the rest of the committee's 1986-87 fiscal year.

These forms now include the new travel to international conferences program formerly administered by the Social Sciences & Humanities Research Council. The deadlines for this program will be *May 15*, *September 15* and *December 15*.

Diabetes Canada
Revised application forms have been received for personnel awards. The deadline has been **changed** from Dec. 1 to *December 15*.

Applicants should note that Diabetes Canada now requires approval for use of human subjects and/or animals to be submitted with personnel applications. Supervisors should ensure that the appropriate protocols also cover their students' research.

The agency offers a number of personnel awards in conjunction with the Association du Diabète du Québec and the Canadian Diabetes Association:

scholarships intended to support the stipend of outstanding, newly appointed faculty members; fellowships designed to support training at the post-doctoral level; traineeships and bursaries to enable Canadian health professionals to obtain further training in diabetes-related areas; studentships for applicants pursuing graduate studies. Further details may be obtained from ORA.

Upcoming Deadline Dates

Alberta Heritage Foundation — medical research fellowships tenable at Alberta universities; conferences held in Alberta: *January 1*.

American Council of Learned Societies — American citizens or permanent residents only except for Chinese studies — grants for Chinese studies; grants for East European studies: *December 1*; grants-in-aid: *December 15*.

Amyotrophic Lateral Sclerosis Society (US) — full application: *January 15*.

Canadian Heart Foundation — junior personnel awards; stroke research fellowships; teaching fellowships: *December 1*.

Canadian Life Insurance Association — scholarships (nominations): *December 15*.

Canadian Lung Association — physiotherapy section, fellowships: *December 1*.

Canadian Northern Studies Trust Awards — studentships, contact Department of Botany: *January 15*.

Canadian Northern Studies Trust Awards — studentships, contact Department of Botany: *January 15*.

Department of Fisheries & Oceans — science subvention program: *December 1*.

Diabetes Canada — personnel awards: *December 15*.

Environment Canada — water resources research support program, research grants: *December 3*.

Gerontology Research Council of Ontario — research fellowships: *December 1*; advanced student bursaries: *January 15*.

Health & Welfare Canada — National Health Research & Development Program — research projects; studies; demonstration projects; preliminary development projects: *December 1*.

International Life Sciences Institute — Kenneth Morgareidge Award; nominations: *November 26*.

Japan Foundation — fellowships; institutional support; library support; teaching materials; training in Japanese language; publication assistance: *December 1*.

Lady Davis Fellowship Trust — personnel awards: *November 30* (in Israel).

Lalor Foundation — post-doctoral fellowships: *January 15*.

Leukemia Society of America — Pres. research development awards; short-term scientific research awards: *January 1*.

March of Dimes (US) — education program; medical services program: *January 1*.

Medical Research Council — biotechnology retraining awards; biotechnology training centre; centennial fellowships; fellowships (new and renewal); studentships (new); travel grants; dental fellowships: *December 1*.

Ministry of Colleges & Universities — University Research Incentive Fund: *November 30*.

Muscular Dystrophy Association (US) — post-doctoral awards; research grants; clinical research grants: *November 30*.

National Cancer Institute of Canada — CCS McEachern award (fellowship); CCS M. Legault award (nursing fellowship): *December 1*.

National Research Council of Canada — research associateships: *November 30*.

Ontario Mental Health Foundation — personnel awards; conference program; publication program: *November 28*, research studentships: *January 2*.

Ontario Ministry of Health — fellowships; studentships: *January 15*.

Paralyzed Veterans of America — Spinal Cord Research — research grants: *January 1*.

Physicians' Services Inc. Foundation — research grants: *January 9*.

Savoy Foundation Inc. — studentships: *December 1*.

Scottish Rite Schizophrenia Research — operating grants (letter of intent): *January 1*.

Tsumura Juntendo, Inc. — research grants: *January 1*.

U of T Research Board — Humanities & Social Sciences Committee — grants-in-aid: *December 1*; conference travel grants: *December 15*.

Damon Runyon-Walter Winchell Cancer Fund — fellowships: *December 15*.

Whitehall Foundation Inc. (Life Sciences) — research grants; grants-in-aid: *December 1*.

POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

University of Guelph
Dean of the College of Physical Science

Appointment effective July 1, 1987, or as soon thereafter as possible. Applications and nominations should be sent no later than Jan. 15 to: Dr. J.R. MacDonald, Vice-President Academic, University of Guelph, Guelph, Ontario N1G 2W1.

Washington State University
Dean of Humanities and Social Sciences

Position available July 1, 1987; screening of applications will begin Jan. 15. Send nominations and applications to: Frances K. McSweeney, Chair of the Search Committee, Department of Psychology, Washington State University, Pullman, WA 99164-4830.

Kansas State University
Provost

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THE UTSA SALARY SURVEY:

An Analysis of Salary Rates at the University of Toronto

Acknowledgements

The University of Toronto Staff Association has prepared this salary survey with the assistance of a number of individuals and organizations, all of which deserve a share in the credit. Above all, we wish to thank the Ontario Government's S.E.E.D. program, which subsidized the project.

The survey was initiated by the Staff Association, and was conducted under the direction of the President, David Askew, and the Vice President, Salary and Benefits, Rose Marie Harrop. The principal investigator was Sean Meagher. We appreciate the skill, tenacity and good spirit he brought to his work. We share Sean's thanks to Maureen Stechnicki of CUPE 79 for her advice and support.

This study is published by the Board of Representatives of the University of Toronto Staff Association.

University of Toronto Staff Association Salary Survey

The University of Toronto Staff Association has recently completed a study which shows that U of T staff are paid almost 10% below the standard for their classifications. The UTSA Salary Survey took over two months to assemble and compares over 150 job descriptions.

The administration has argued, repeatedly, that its salary rates are in line with the market rate. The UTSA study presents statistics that call this claim into question. The UTSA Salary Survey indicates that University of Toronto staff are paid 9.8% below the average salary in the service sector. In real terms this means that, on average, a U of T employee earns \$2,300 per year less than the average Toronto service sector employee.¹ In none of the cases examined was the U of T salary at or above the market rate. In the vast majority of cases, the U of T administration offered the lowest or second lowest salary of all the institutions surveyed.

The Method

The UTSA study examined the pay rates of 15 "benchmark" positions from 5 salary series (see table 1). These benchmark classifications serve as a weathervane for the whole U of T salary structure. The salary rates of the 15 classifications were ranked in relation to the mean of the 1985 midpoint salaries for similar positions in the service sector. Results were also tabulated for each of the 5 series. For an explanation of the process used to select these benchmark positions or other details on our method, see **Methodology**, page 4.

1. Based on the U of T median salary of \$24,000 per year.

The Results

The results of the analysis by series indicate serious inadequacies in the salary rates at U of T. The two technical classifications surveyed — the lab technicians and the engineering technologists — have been allowed to fall some 13% below the market rates. The remaining series — clerks, secretaries and computer programmers — lag 7-9% behind the average salaries for comparable positions (see fig. 1).

The results by classification are even more disquieting. Laboratory technician 1's show the greatest wage disparity of any of the individual classifications; these workers receive 18.5% less than their counterparts elsewhere. (This substantial inequity is made worse by

the fact that the majority of the introductory lab positions comparable to the lab tech 1 position at U of T demand less training and lower qualifications than are required by U of T). At the other end of the spectrum, with the U of T's best and most competitive salary rate, the programmer/analyst 3 is still behind the market rate by 4.3%.

What do these percentages mean to the individual worker when translated into actual dollars? The loss of real earnings is alarming. An engineering technologist 2 at U of T receives, on average, \$5,200 less than similar

technologists at other institutions. The smallest difference between the market wage and the salary offered by the U of T administration was the \$1,180 gap between our secretary 2 and their counterparts. (See fig. 2 for salary comparisons by classification.)

Despite the administration's claim of being "an average payer in the market", the results show that the best that the administration has provided is a 4.3% or \$1,200 shortfall. This is a time when workloads are increasing, and staff are being asked to carry an even greater share of the work to make this university a centre of excellence. The

administration relies on its 3,500 staff members to maintain the infrastructure of the university. The outstanding performance of the staff is part of what keeps U of T at the forefront of higher education.

It could be argued that the failure of U of T's salary mid-points to match the market average is not significant given that most U of T employees are above the mid-point. The administration has attempted to avoid accusations of underpaying staff using precisely this argument. What is ignored is the fact that most of the institutions surveyed here have many people over the mid-point, and that for some, the *maximum* is the job rate, and most employees are at that salary level.

Results of the survey are presented separately for each of the 5 series. Where permission was granted (which it was in most cases), the job descriptions used in the match are presented, in order of classification, in an appendix. (The appendix is not included here due to its size. This 150 page document is available at the UTSA office for those who wish to review it.)

Methodology

The University of Toronto Salary Survey compares the salaries of 15 benchmark classifications with those comparable classifications in other institutions in the Metropolitan Toronto service sector. These 15 benchmark classes were selected in part because they contained the largest numbers of U of T staff. Of the 170 job classifications at U of T, the 15 selected are the most populous. 46% of all U of T staff members are in one of these classifications.

Library technicians and administrative assistants, the largest classifications not included in this study, were also surveyed. The lack of available job descriptions prevented us from producing meaningful results for these classifications. Consequently, these substantial and important classifications are, regrettably, not included in the survey. The limited results we were able to compile suggest that the library and administrative staff receive salaries as much below the market rate as those classifications included in the survey.

The classifications were also selected for their diversity. These 15 classifications include representatives from clerical, secretarial, technical and professional categories. The selected classifications also cover the 3N, 4N, 5N, 6N, 7N, 8N, 9N, 10N, 3B and 4B wage levels. With the exception of the very highest and the very lowest wage levels, this list covers the entire N scale and the core rates of the B scale.

A "job match" model was used to determine comparable wage rates. Job descriptions published by the administration were compared with those acquired from other institutions. Lists provided by the Ontario Ministry of Labour identified service sector employees with staff in classifications of interest to the survey. Institutions such as hospitals, educational and governmental bodies dominated these lists. The employers in question were contacted by telephone, and the relevant job descriptions were requested. The absence of job descriptions at some institutions and the lack of cooperation from others reduced the list to some 30 organizations.

Once access to job descriptions was granted, the job matching phase was initiated. Where copies were made available and permission for publication was granted, copies of the job

Table 1

CLASSIFICATIONS SURVEYED, BY SERIES	
Series	Classification
Programmer/Analyst	Programmer/Analyst 1
	Programmer/Analyst 2
Clerk	Clerk 2
	Clerk 3
	Clerk-Typist 2
	Clerk-Typist 3
Secretary	Secretary 1
	Secretary 2
	Secretary 3
Laboratory Technician	Laboratory Technician 1
	Laboratory Technician 2
	Laboratory Technician 3
	Laboratory Technician 4
Engineering Technologist	Engineering Technologist 2
	Engineering Technologist 3

Figure 1

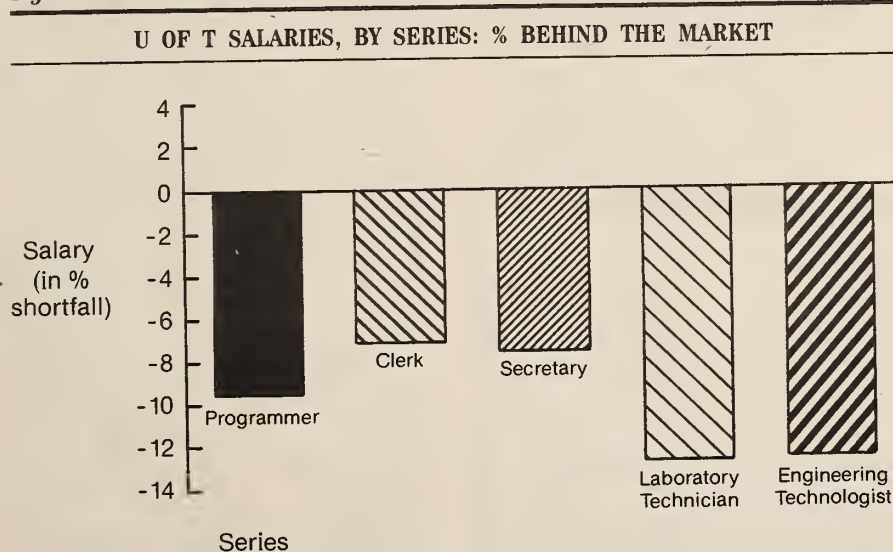
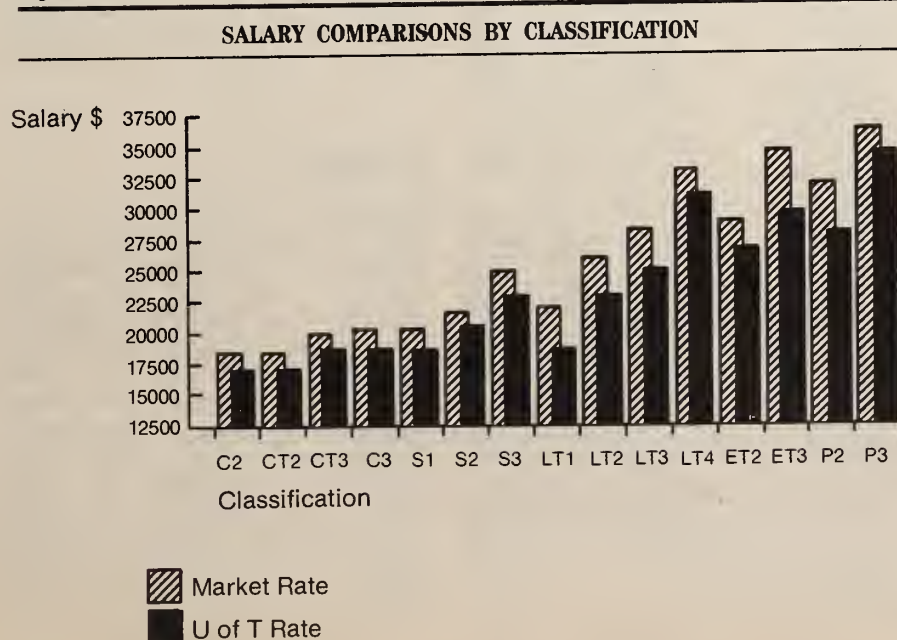


Figure 2



descriptions used in the matches are provided in the appendix. In one case, we were requested to withhold both the name of the institution and the job descriptions, and have done so. This institution appears as "Hospital" throughout the laboratory technician series.

The job matching process proceeded under the following guidelines:

- Jobs were to be matched on the basis of similarities in functions and in skills and responsibilities required.
- No job was to be matched with a U of T job if the former required a substantial skill absent in the latter.
- No job was to be matched with a U of T job if the former had more diverse, though not more complex, responsibilities.
- No job involving responsibility for money was to be matched with a U of T job that did not.

- No job involving the supervision or training of employees was to be matched with a U of T job that did not.
- No job with working conditions that merited additional pay was to be matched with a U of T job that had none.
- Where any doubt existed, the U of T job was matched with the lower paying job.

The matches were conducted without reference to wage scales. When the matches were complete, the wage scales were compared. The 1985 salary midpoint was used as the basis for comparison. The mean of the 1985 midpoints was calculated to provide the "market rate" referred to in the survey. Wherever the comparison showed a job to be significantly higher in pay than a U of T job, the match was reviewed to guarantee conformity to the standards.

Programmer/Analyst -9.6%

With 120 incumbents, the programmer/analyst series is the largest professional group at the U of T. This specialized, highly skilled group is becoming an increasingly important part of the U of T staff. Responsible for computer program design, testing, maintenance and modification, the programmer/analyst is a vital part of the increasingly automated university system. By creating original programs to user specifications and training users in computer languages and systems, the programmer/analyst directly affects the efficiency and productivity of the university. Disruptions or errors on the part of higher level programmers can have disastrous results for the university.

Because of their crucial role and high degree of skill and responsibility, the

programmer/analysts occupy the higher end of the pay scale, in the 8N and 10N classes. Despite this, U of T's programmers are paid well below the market rate. The programmer/analyst 2 at U of T receives 14.3% less than the average wage of equivalent professionals elsewhere. The programmer/analyst 3 receives a somewhat better rate of pay, falling 4.9% below the market rate. In both classifications, the U of T administration offers the second worst salaries. The community colleges consistently outdistance U of T, offering an average of 9.6% more for computer programmers. The results of the survey, by classification, are as follows:

Classification	Average Wage	U of T Wage	% Deviation
Programmer/Analyst 2	\$32,074	\$28,060	-14.3%
Programmer/Analyst 3	\$36,259	\$34,570	-4.9%

PROGRAMMER/ANALYST 2

Institution	Prgrmr/Analst 2	62
Ontario Hydro	Minimum Midpoint Maximum	
Job Title	84	32,762 33,807 34,852
Computer Support Programmer	85	34,130 35,219 36,308
	86	
Institution	Prgrmr/Analst 2	*
Community Colleges	Minimum Midpoint Maximum	
Job Title	84	28,670 30,480 32,459
Programmer/Analyst 1	85	29,613 33,402 33,402
	86	
Institution	Prgrmr/Analst 2	14
City of Toronto	Minimum Midpoint Maximum	
Job Title	84	29,323 31,681 32,889
	85	30,474 33,032 34,293
	86	31,772 34,439 35,754
Institution	Prgrmr/Analst 2	
Ontario Government	Minimum Midpoint Maximum	
Job Title	84	28,381 30,378 33,744
Systems Officer 2	85	29,815 31,832 34,378
	86	30,859 32,960 35,821
Institution	Prgrmr/Analst 2	
Metro Public Library	Minimum Midpoint Maximum	
Job Title	84	28,737 31,102 33,286
Programmer/Analyst 2	85	29,737 31,102 33,286
	86	
Institution	Prgrmr/Analst 2	8N
UNIVERSITY OF TORONTO	Minimum Midpoint Maximum	
Job Title	84	23,150 27,240 31,330
Prgrmr/Analst 2	85	23,850 28,060 32,270
	86	24,800 29,180 33,560

PROGRAMMER/ANALYST 3

Institution	Prgrmr/Analst 3	64
Ontario Hydro	Minimum Midpoint Maximum	
Job Title	84	36,940 38,119 39,298
Sr. Programmer	85	38,309 39,531 40,754
	86	
Institution	Prgrmr/Analst 3	17
City of Toronto	Minimum Midpoint Maximum	
Job Title	84	32,888 31,680 36,522
	85	34,293 36,796 38,075
	86	35,754 38,367 39,701
Institution	Prgrmr/Analst 3	*
Community Colleges	Minimum Midpoint Maximum	
Job Title	84	33,458 35,664 38,039
Programmer/Analyst 3	85	34,401 36,607 38,981
	86	
Institution	Prgrmr/Analst 3	
Ontario Government	Minimum Midpoint Maximum	
Job Title	84	31,926 34,826 38,306
Systems Officer 3	85	33,161 36,060 39,541
	86	34,565 37,589 41,217
Institution	Prgrmr/Analst 3	
Toronto Board of Education	Minimum Midpoint Maximum	
Job Title	84	29,657 35,613 41,569
Systems Analyst Intermediate	85	30,662 36,041 42,569
	86	32,192 37,947 44,697
Institution	Prgrmr/Analst 3	CS2
Communication Security Est.	Minimum Midpoint Maximum	
Job Title	84	30,197 33,439 36,186
Computer Systems Programmer 2	85	31,845 35,802 39,760
	86	
Institution	Prgrmr/Analst 3	CS2
Treasury Board of Canada	Minimum Midpoint Maximum	
Job Title	84	31,836 34,122 36,416
Computer Systems Programmer 2	85	32,950 35,318 37,691
	86	34,103 37,783 40,238
Institution	Prgrmr/Analst 3	CS2
Research Council of Canada	Minimum Midpoint Maximum	
Job Title	84	31,287 33,848 36,418
Computer Systems Programmer 2	85	32,382 35,033 39,021
	86	33,353 37,454 40,192
Institution	Prgrmr/Analst 3	10N
UNIVERSITY OF TORONTO	Minimum Midpoint Maximum	
Job Title	84	28,530 33,580 38,590
Prgrmr/Analst 3	85	29,380 34,570 39,760
	86	30,560 35,950 41,340

Clerks -7.2%

The 8 clerical staff classifications at U of T contain a total of over 400 employees, comprising over 12% of the U of T's total staff complement. These employees perform a wide range of filing, billing, reception, typing and information-processing duties. The clerks, clerk-typists and clerk-stenos of the clerical series occupy the lower end of the wage scale, in the 3N and 4N classes, where the administration admits it has failed to keep salaries competitive.

The most populous classifications in the clerical series are the clerk 2, clerk 3, clerk-typist 2 and clerk-typist 3 classifications. 90% of all clerical staff occupy one of these classifications. All four of these classifications were included in UTSA's salary survey. Across the four classes, the results were

surprisingly consistent, and consistently negative. The U of T clerical staff are paid an average of 7.2% below the market rate for service sector clerical workers. With the exception of the clerk-typist 3, U of T is the lowest paying institution for every class in the clerical series. It is worth noting that, in all but one case, the community colleges and York University provide better salaries for their clerical staff than the U of T administration provides. There was only one class for which U of T paid clerical staff better than the community colleges in 1985, but the recent salary settlement guarantees that the U of T will fall behind again in 1986.

The results of the survey, by classification, are as follows:

Classification	Average Wage	U of T Wage	% Deviation
Clerk 2	\$18,216	\$17,070	-6.7%
Clerk 3	\$20,263	\$18,740	-8.1%
Clerk-Typist 2	\$18,393	\$17,070	-7.7%
Clerk-Typist 3	\$19,953	\$18,740	-6.5%

CLERK 2

Institution	Clerk 2	53
Ontario Hydro	Minimum Midpoint Maximum	
Job Title	84	19,008 19,697 20,307
General Office Clerk	85	20,043 20,682 21,322
	86	
Institution	Clerk 2	4
City of Toronto	Minimum Midpoint Maximum	
Job Title	84	17,338 19,640 20,791
File Clerk	85	18,069 20,481 21,668
	86	18,836 21,358 22,582
Institution	Clerk 2	3
Mt. Sinai Hospital	Minimum Midpoint Maximum	
Job Title	84	16,828 18,057 18,681
Accounts Clerk	85	17,511 18,310 19,422
	86	
Institution	Clerk 2	3
Toronto Board of Education	Minimum Midpoint Maximum	
Job Title	84	16,031 16,933 18,283
Clerk 3	85	17,306 18,297 19,288
	86	17,894 19,078 20,261
Institution	Clerk 2	
Ontario Government	Minimum Midpoint Maximum	
Job Title	84	16,161 17,023 17,933
Clerk 2	85	16,913 17,837 18,791
	86	
Institution	Clerk 2	
York University	Minimum Midpoint Maximum	
Job Title	84	16,133 16,805
Grade 3	85	17,060 17,771
	86	
Institution	Clerk 2	3
Community Colleges	Minimum Midpoint Maximum	
Job Title	84	16,003 16,776 17,605
Clerk 2	85	16,946 17,719 18,548
	86	18,583 19,617 20,689
Institution	Clerk 2	4
Northwestern General Hospital	Minimum Midpoint Maximum	
Job Title	84	15,853 16,672 17,160
Admitting Clerk	85	16,731 17,589 18,096
	86	
Institution	Clerk 2	3
Baycrest Centre	Minimum Midpoint Maximum	
Job Title	84	15,743 16,853 17,435
Clerk Senior	85	16,381 17,526 18,127
	86	
Institution	Clerk 2	2A
Wellesley Hospital	Minimum Midpoint Maximum	
Job Title	84	15,348 16,441 16,992
File Clerk	85	15,961 17,090 17,664
	86	
Institution	Clerk 2	3N
UNIVERSITY OF TORONTO	Minimum Midpoint Maximum	
Job Title	84	14,000 16,470 18,940
Clerk 2	85	14,510 17,070 19,630
	86	15,090 17,750 20,410

CLERK 3

Institution	Clerk 3	7
City of Toronto	Minimum Midpoint Maximum	
Job Title	84	20,791 23,166 24,390
Clerk	85	21,668 24,153 25,432
	86	22,582 25,176 26,510
Institution	Clerk 3	55
Ontario Hydro	Minimum Midpoint Maximum	
Job Title	84	21,523 22,210 22,897
Area Clerk	85	22,599 23,320 24,042
	86	
Institution	Clerk 3	4
Toronto Board of Education	Minimum Midpoint Maximum	
Job Title	84	18,067 19,415 20,763
Clerk 4	85	19,072 20,420 21,768
	86	20,026 21,441 22,856
Institution	Clerk 3	4
Mt. Sinai Hospital	Minimum Midpoint Maximum	
Job Title	84	16,926 18,408 19,149
Sr. Accounts Clerk	85	17,979 20,377 19,909
	86	

CLERK-TYPIST 2

Institution	Clerk-Typist 2	54
Ontario Hydro	Minimum Midpoint Maximum	
Job Title	84	20,269 20,916 21,563
Clerk Typist	85	21,283 21,962 22,641
	86	
Institution	Clerk-Typist 2	4
City of Toronto	Minimum Midpoint Maximum	
Job Title	84	17,338 19,640 20,791
Clerk-Typist General	85	18,089 20,481 21,668
	86	18,836 21,358 22,582
Institution	Clerk-Typist 2	3
Mt. Sinai Hospital	Minimum Midpoint Maximum	
Job Title	84	16,828 18,057 19,681
Clerk-Typist 3	85	17,511 18,778 19,422
	86	
Institution	Clerk-Typist 2	3
Toronto Board of Education	Minimum Midpoint Maximum	
Job Title	84	16,031 16,933 18,283
Clerk 3	85	17,306 18,297 19,288
	86	17,894 19,078 20,261
Institution	Clerk-Typist 2	
Ontario Government	Minimum Midpoint Maximum	
Job Title	84	15,681 16,559 17,489
Clerk-Steno 2	85	16,981 17,889 18,789
	86	
Institution	Clerk-Typist 2	3
Wellesley Hospital	Minimum Midpoint Maximum	
Job Title	84	15,744 16,848 17,436
Clerk-Typist 2	85	16,381 17,529 18,132
	86	
Institution	Clerk-Typist 2	3
Baycrest Centre	Minimum Midpoint Maximum	
Job Title	84	15,743 16,853 17,435
Clerk-Typist Sr.	85	16,381 17,528 18,127
	86	
Institution	Clerk-Typist 2	3
Northwestern General Hospital	Minimum Midpoint Maximum	
Job Title	84	15,678 16,341 16,672
Clerk-Typist 1	85	16,536 17,238 17,589
	86	
Institution	Clerk-Typist 2	3
Community Colleges	Minimum Midpoint Maximum	
Job Title	84	15,664 16,437 17,210
Typist-Steno 2	85	16,606 17,191 18,152
	86	18,583 19,617 20,689

Institution	Clark-Typist 2		3N	
UNIVERSITY OF TORONTO	Minimum	Midpoint	Maximum	
Job Title	84	14,000	16,470	18,940
Clerk-Typist 2	85	14,510	17,070	19,630
	86	15,090	17,750	20,410

Institution	Clark-Typist 3		7	
City of Toronto	Minimum	Midpoint	Maximum	
Job Title	84	20,791	23,166	24,390
Clerk-Typist	85	21,669	24,153	25,432
	86	22,582	25,176	26,510

CLERK-TYPIST 3

Institution	Clerk-Typist 3	55		
Ontario Hydro	Minimum	Midpoint	Maximum	
Job Title	84	21,523	22,210	22,897
Clerk Typist	85	22,599	23,320	24,042
	86			
Institution	Clerk-Typist 3	5		
City of North York	Minimum	Midpoint	Maximum	
Job Title	84	20,056	21,097	21,882
Clerk-Steno 2	85	21,162	22,264	23,071
	86			
Institution	Clerk-Typist 3	4		
Toronto Board of Education	Minimum	Midpoint	Maximum	
Job Title	84	18,067	19,415	20,763
Clerk 4	85	19,072	20,420	21,768
	86	20,026	21,441	22,856
Institution	Clerk-Typist 3			
Ontario Government	Minimum	Midpoint	Maximum	
Job Title	84	17,364	18,342	19,268
Clerk-Steno 3	85	18,664	19,642	20,668
	86			

Institution	Clark-Typist 3	4		
Mt. Sinai Hospital	Minimum	Midpoint	Maximum	
Job Title	84	1,926	18,408	19,149
Medical Dicta	85	17,979	19,246	19,909
	86			

Institution	Clark-Typist 3	4N		
UNIVERSITY OF TORONTO	Minimum	Midpoint	Maximum	
Job Title	84	15,420	18,140	20,860
Clark-Typist 3	85	15,930	18,740	21,550
	86	16,570	19,490	22,410

Institution	Clark-Typist 3	4		
Community College	Minimum	Midpoint	Maximum	
Job Title	84	16,437	17,210	18,133
Typist-Steno 3	85	17,379	18,182	19,076
	86	19,363	20,436	21,567

Institution	Clerk-Typist 3	4		
Wellesley Hospital	Minimum	Midpoint	Maximum	
Job Title	84	16,152	17,292	17,856
Clark-Typist OPD	85	16,788	17,988	18,564

Institution	Clerk-Typist 3 4		
Beycrest Centre	Minimum	Midpoint	Maximum
Job Title	84 16,143	17,291	17,872
Intermediate Secretary	85 16,781	17,981	18,582
	86		

Institution	Clerk-Typist 3	4		
Northwestern General Hospital	Minimum	Midpoint	Maximum	
Job Title	84	15,853	16,672	17,160
Clerk-Typist 2	85	16,731	17,589	18,096
	86			

Institution	Clark-Typist 3	4		
Northwestern General Hospital	Minimum	Midpoint	Maximum	
Job Title	84	15,853	16,672	17,160
Clerk-Typist 2	85	16,731	17,589	18,096
	86			

Secretaries -7.7%

The secretarial staff at the University of Toronto is one of the university's largest employee groups. The 500 secretaries at the university make up 15.3% of the staff. The secretarial staff perform a wide variety of functions. U of T secretarial personnel are often called upon to perform administrative and committee related functions as well as the standard array of clerical and secretarial duties. These staff members often take on substantial responsibilities, including employee training and supervision; bookkeeping functions and a broad range of organizational duties. The most populous secretarial classifications are the secretary 1's, 2's and 3's. All but 30 of U of T secretaries are in one of these classifications. Despite their considerable responsibility and the diversity of their duties, these staff members are concentrated in the lower half of the wage scale, in the 4N, 5N and 6N classes. All three of these classes were included in UTSA's salary survey.

Collectively, the secretarial series average 7.7% below the market rate. However, the individual results for each secretarial classification vary

substantially. While the secretary 1 and secretary 3 lag behind the market rate by 8% and 9% respectively, the secretary 2 is only behind the market by 5.9%. The ordinal rankings are even more diverse. For the secretary 1 classification, the U of T administration offered the second lowest salary for 1985, beating York University by exactly \$1 per year. (Since the recent York settlement was higher than U of T's, 1986-87 will put the U of T dead last in the classification.) For the secretary 2 classification the U of T ranks slightly higher, coming in seventh out of twelve institutions. For the secretary 3 classifications the U of T ranks fourth out of seven, the best showing it posted in the entire survey. These somewhat better results are more a matter of a cluster of low paying jobs well below the average than a result of truly competitive salaries being offered by the U of T administration. The considerable responsibilities of U of T's secretary 3's are not as well reflected by the hospital's "head of service" secretaries as they are by the much higher paying senior secretarial posts in municipal governments.

The results of the survey, by classification, are as follows:

Classification	Average Wage	U of T Wage	% Deviation
Secretary 1	\$20,258	\$18,740	-8.1%
Secretary 2	\$21,755	\$20,550	-5.9%
Secretary 3	\$24,930	\$22,880	-9.0%

SECRETARY 1

Institution	Secretary 1	7		
City of Toronto	Minimum	Midpoint	Maximum	
Job Title	84	20,791	23,166	24,390
Secretary	85	21,668	24,153	25,432
	86	22,582	25,176	26,510
Institution	Secretary 1	55		
Ontario Hydro	Minimum	Midpoint	Maximum	
Job Title	84	21,523	22,210	22,897
Area Clerk	85	22,599	23,320	24,042
	86			
Institution	Secretary 1	5		
City of North York	Minimum	Midpoint	Maximum	
Job Title	84	18,646	21,099	21,882
Secretary 1	85	21,629	22,254	23,071
	86			
Institution	Secretary 1	4		
Toronto Board of Education	Minimum	Midpoint	Maximum	
Job Title	84	18,067	19,415	20,763
Clerk 4	85	19,072	20,420	21,768
	86	20,026	21,441	22,856
Institution	Secretary 1			
Ontario / Government	Minimum	Midpoint	Maximum	
Job Title	84	17,364	18,311	19,368
Secretary 3	85	18,664	19,642	20,688
	86			
Institution	Secretary 1	6		
Baycrest Centre	Minimum	Midpoint	Maximum	
Job Title	84	17,581	18,727	19,273
Senior Secretary	85	18,291	19,474	20,038
	86			

Institution	Secretary 1	4		
Mt. Sinai Hospital	Minimum	Midpoint	Maximum	
Job Title	84	16,926	18,408	19,149
Secretary	85	17,979	19,246	19,909
	86			

Institution	Secretary 1	5A		
Wellesley Hospital	Minimum	Midpoint	Maximum	
Job Title	84	17,328	18,481	19,056
Medical Dicta	85	18,024	19,219	19,824
	86			

Institution	Secretary 1	5		
Community College	Minimum	Midpoint	Maximum	
Job Title	84	17,210	18,133	19,132
Secretary 1	85	18,152	19,076	20,075
	86	20,202	21,333	22,522

Institution	Secretary 1	5A		
Northwestern General Hospital	Minimum	Midpoint	Maximum	
Job Title	84	16,516	17,842	18,505
Lab Secretary	85	17,433	18,817	19,519
	86			

Institution	Secretary 1	4N		
UNIVERSITY OF TORONTO	Minimum	Midpoint	Maximum	
Job Title	84	15,420	18,140	20,860
Secretary 1	85	15,930	18,740	21,550
	86	16,570	19,490	22,410

Institution	Secretary 1			
York University	Minimum	Midpoint	Maximum	
Job Title	84	17,011	17,720	
Grade 4	85	17,989	18,739	
	86			

SECRETARY 2

Institution	Secretary 2		9	
City of Toronto	Minimum	Midpoint	Maximum	
Job Title	84	23,188	25,596	26,820
Secretary	85	24,153	28,892	27,953
	86	25,178	27,825	29,141

Institution	Secretary 2	56		
Ontario Hydro	Minimum	Midpoint	Maximum	
Job Title	84	22,855	23,583	24,313
Section Clerk	85	23,996	24,763	25,529
	86			

Institution	Secretary 2	7		
City of North York	Minimum	Midpoint	Maximum	
Job Title	84	20,910	22,821	24,509
Secretary 2	85	21,799	23,791	25,550
	86			

Institution	Secretary 2		5	
Toronto Board of Education	Minimum	Midpoint	Maximum	
Job Title	84	20,526	22,004	23,519
Clerk 5	85	21,531	23,177	24,524
	86	22,816	24,188	25,708

Institution	Secretary 2			
Ontario Government	Minimum	Midpoint	Maximum	
Job Title	84	20,243	21,481	22,751
Secretary 5	85	21,543	22,716	24,051
	86			

Institution	Secretary 2	5A		
Mt. Sinai Hospital	Minimum	Midpoint	Maximum	
	84	18,564	19,792	20,436
Job Title	85	19,305	20,592	21,255
Medical Secretary	86			
Institution	Secretary 2	5A		

Institution	Secretary 2	5N		
UNIVERSITY OF TORONTO	Minimum	Midpoint	Maximum	
Job Title	84	16,960	19,950	22,940
Secretary 2	85	17,470	20,550	23,630
	86	18,160	21,370	24,580
Institution	Secretary 2			

York Unlverelty			
	Minimum	Midpoint	Maximum
Job Title	84	18,300	19,026
Grade 5	85	19,352	20,158
	86		

Institution	Secretary 2	6		
Community Colleges	Minimum	Midpoint	Maximum	
Job Title	84	18,133	19,132	20,131
Secretary 2	85	19,076	20,075	21,074
	86	21,990	22,269	23,497

Institution	Secretary 2	7		
Baycrest Centra	Minimum	Midpoint	Maximum	
Job Title	84	18,018	19,146	19,711
Departmental Secretary	85	18,746	19,911	20,493
	86			

Institution	Secretary 2	7		
Northwestern				
General Hospital	Minimum	Midpoint	Maximum	
Job Title	84	16,750	18,174	18,895
Advanced Medical Dicta	85	17,867	19,188	19,929
	86			

Institution	Secretary 2	6		
Wellesley	Minimum	Midpoint	Maximum	
Hopital	84	17,568	18,721	19,272
Job Title	85	18,384	19,470	20,052
Department/ Med.	86			
Secretary				

SECRETARY 3

Institution	Secretary 3	12		
City of Toronto	Minimum	Midpoint	Maximum	
Job Title	84	26,820	29,232	30,438
Secretary to Director	85	27,953	30,474	31,735
	86	29,141	31,722	33,087

Institution	Secretary 3	13		
City of North York	Minimum	Midpoint	Maximum	
Job Title	84			
Planning Secretary	85	26,726	29,858	30,831
	86	28,494	30,981	32,385

Institution	Secretary 3	59		
Ontario Hydro	Minimum	Midpoint	Maximum	
Job Title	84	27,362	28,236	29,109
Sr. Area Office Clerk	85	28,731	29,649	30,565
	86			

<i>Institution</i>	Secretary 3		6N	
UNIVERSITY OF TORONTO	<i>Minimum</i>	<i>Midpoint</i>	<i>Maximum</i>	
<i>Job Title</i>	84	18,880	22,210	25,540
Secretary 3	85	19,540	22,880	26,310
	86	20,230	23,800	27,370

Institution	Secretary 3	7		
Community Colleges	Minimum	Midpoint	Maximum	
Job Title	84	19,132	20,131	21,243
Secretary 3	85	20,075	21,074	21,809
	86	22,015	23,244	24,531

Institution	Secretary 3	6		
Mt. Sinai	Minimum	Midpoint	Maximum	
Hoeplitel	84	18,837	20,065	20,651
Job Title	85	19,597	20,865	21,489
Charge Report				
Controller	86			

Institution	Secretary 3	7		
Wallasley Hospital	Minimum	Midpoint	Maximum	
Job Title	84	18,061	19,141	19,704
Senior Med. Secretary	85	18,723	19,908	20,604
	86			

Laboratory Technicians -12.8%

The over 500 lab technicians at the U of T make them the single largest classification series at the university. Skilled and highly trained, the lab technicians serve in almost every capacity — from setting up labs for teaching to conducting original research and co-authoring scientific publications. At the center of all lab activity, their contribution to teaching and research in the sciences is invaluable.

Lab technicians cover much of U of T's wage rate spectrum, from the lab technician 1 at 4N to the lab technician 4 at 9N. Despite their crucial role, high level of training and diversity of skills, the lab technicians are not provided with anything approaching an average wage. Collectively falling 12.8% behind the market rate, the lab technicians are badly underpaid. It is not surprising, therefore, that the U of T is, as often as not, dead last in the ordinal rankings. Because of the great diversity of their wage rates, the higher level lab technicians are not as badly out of step with the market as the lower level technicians are. U of T's lab tech 4's are only 6.3% below the average wage and

had an ordinal ranking of third lowest. But the lab technician 1's are an outrageous 18.5% below the market rate and were the worst paid technicians surveyed.

In virtually every case, the U of T lab technicians are more highly qualified and perform more diverse functions than their hospital counterparts, and yet earn significantly lower wages. Despite post-secondary training, the lab technician 1 is paid significantly less than the non-registered technologists at the hospitals. Despite graduate and undergraduate degrees, the technician 2's and 3's are paid less than hospital workers without graduate degrees and with significantly less diverse duties. Despite the relatively smaller amount of research activity of York University, the research intensive U of T barely keeps pace with York's salary levels. In short, better qualified, harder working U of T lab technicians are receiving less pay than their less-qualified counterparts elsewhere.

The results of the survey, by classification are as follows:

Classification	Average Wage	U of T Wage	% Deviation
Lab Tech 1	\$22,204	\$18,740	-18.5%
Lab Tech 2	\$26,034	\$22,880	-13.8%
Lab Tech 3	\$28,428	\$25,270	-12.5%
Lab Tech 4	\$33,084	\$31,110	-6.3%

LABORATORY TECHNICIAN 1

Institution	Lab Tech 1	
Northwestern General Hospital	Minimum	Midpoint Maximum
Job Title	84 23,262	24,623 25,983
Non-Registered Tech.	85 25,355	26,832 28,321
	86	

Institution	Lab Tech 1	57
Ontario Hydro	Minimum	Midpoint Maximum
Job Title	84 24,268	25,043 25,817
Intermediate Technician	85 25,482	26,295 27,108
	86	

Institution	Lab Tech 1	
Toronto General Hospital	Minimum	Midpoint Maximum
Job Title	84 21,132	22,608 24,000
Sr. Lab Technician	85 21,972	23,508 24,972
	86	

Institution	Lab Tech 1	
Wellesley	Minimum	Midpoint
Hoepitel	Maximum	
Job Title	84	20,035
Non-Registered Tech.	85	21,466
	86	22,857
		23,400
		24,914

Institution		Lab Tech 1		
Ontario Government		Minimum	Midpoint	Maximum
Job Title	84	17,108	18,052	
Technician 1, Chemical Lab	85	17,904	18,817	
	86			
Institution		Lab Tech 1	4N	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	15,420	18,140	20,860
Lab Tech 1	85	15,930	18,740	21,550
	86	16,570	19,480	22,410

LABORATORY TECHNICIAN 2

Institution		Lab Tech 2		
Wellesley Hospital		Minimum	Midpoint	Maximum
Job Title	84	24,779	25,943	27,112
Technologist 2	85	27,009	28,267	29,552
	86			
Institution		Lab Tech 2		
Hospital		Minimum	Midpoint	Maximum
Job Title	84	24,876	25,596	29,316
Registered Technologist 1	85	27,396	28,188	28,908
	86	28,488	29,316	30,144
Institution		Lab Tech 2		
Northwestern General Hospital		Minimum	Midpoint	Maximum
Job Title	84	24,360	25,084	26,423
Technologist 1	85	26,552	27,343	28,810
	86			
Institution		Lab Tech 2		
Toronto General Hospital		Minimum	Midpoint	Maximum
Job Title	84	23,400	25,548	27,012
Technologist	85	25,572	27,132	29,448
	86			
Institution		Lab Tech 2		
Toronto East General Hospital		Minimum	Midpoint	Maximum
Job Title	84	23,768	24,693	25,617
Technologist	85	26,196	27,120	28,044
	86			
Institution		Lab Tech 2		
Ontario Government		Minimum	Midpoint	Maximum
Job Title	84	23,400	24,360	25,595
Scientist 1	85	24,440	25,396	26,265
	86	25,466	26,462	27,368
Institution		Lab Tech 2	6N	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	18,880	22,210	25,540
Lab Tech 2	85	19,540	22,880	26,310
	86	20,230	23,800	27,370
Institution		Lab Tech 2		
York University		Minimum	Midpoint	Maximum
Job Title	84	19,926	20,756	
Lab Tech 2	85	21,072	21,950	
	86			

LABORATORY TECHNICIAN 3

Institution		Lab Tech 3	60	
Ontario Hydro		Minimum	Midpoint	Maximum
Job Title	84	29,056	29,983	30,910
Asst. Chemical Technician	85	30,424	31,396	32,366
	86			
Institution		Lab Tech 3		
Hospital		Minimum	Midpoint	Maximum
Job Title	84	27,148	27,402	27,756
Registered Technologist 2	85	29,772	30,168	30,564
	86	30,960	31,374	31,788
Institution		Lab Tech 3		
Wellesley Hospital		Minimum	Midpoint	Maximum
Job Title	84	25,835	26,855	28,072
Technologist 3	85	28,163	29,378	30,598
	86			
Institution		Lab Tech 3		
Northwestern General Hospital		Minimum	Midpoint	Maximum
Job Title	84	25,646	26,723	27,880
Technologist 2	85	27,954	29,141	30,389
	86			
Institution		Lab Tech 3		
Ontario Government		Minimum	Midpoint	Maximum
Job Title	84	25,638	27,638	29,471
Scientist 2	85	26,728	28,638	30,723
	86	27,850	29,931	32,013
Institution		Lab Tech 3		
Toronto East General Hospital		Minimum	Midpoint	Maximum
Job Title	84	24,693	25,617	26,541
Intermediate Technologist	85	27,120	28,044	28,968
	86			
Institution		Lab Tech 3		
York University		Minimum	Midpoint	Maximum
Job Title	84	23,048	24,008	
Lab Tech 3	85	24,373	25,389	
	86			
Institution		Lab Tech 3	7N	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	20,850	24,530	28,210
Lab Tech 3	85	21,480	25,270	29,060
	86	22,340	26,280	30,220

LABORATORY TECHNICIAN 4

Institution		Lab Tech 4	65	
Ontario Hydro		Minimum	Midpoint	Maximum
Job Title	84	39,225	40,477	41,728
Jr. Chemist	85	40,593	41,889	43,184
	86			
Institution		Lab Tech 4		
Ontario Government		Minimum	Midpoint	Maximum
Job Title	84	31,014	32,387	35,442
Scientist 3	85	30,869	33,764	36,949
	86	32,165	35,182	38,500
Institution		Lab Tech 4		
Wellesley Hospital		Minimum	Midpoint	Maximum
Job Title	84	28,151	29,288	30,464
Technologist 4	85	30,684	31,923	33,205
	86			
Institution		Lab Tech 4	9N	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	25,670	30,200	34,730
Lab Tech 4	85	26,440	31,110	35,780
	86	27,500	32,350	37,200
Institution		Lab Tech 4		
Northwestern General Hospital		Minimum	Midpoint	Maximum
Job Title	84	26,919	28,304	29,927
Technologist 3	85	29,341	30,851	32,620
	86			
Institution		Lab Tech 4		
Toronto East General Hospital		Minimum	Midpoint	Maximum
Job Title	84	25,617	26,541	27,465
Sr. Technologist	85	28,044	28,968	30,012
	86			

Engineering Technologists -12.7%

With 130 incumbents, the engineering technologist series forms the second largest technical series at U of T. According to the results of the salary survey, they are also the most underpaid. Responsible for the design, modification and repair of a host of electro-magnetic instruments and equipment, both basic and experimental, the engineering technologists are a crucial part of research and education in the sciences. Despite their importance to the central function of the university, engineering technologists occupy approximately the middle of the salary range, in the 3B and 4B classes. This pay rate is clearly too low. The engineering technologists have been allowed to slip an incredible 12.7% below the average wage for electro-magnetic design and maintenance staff. The

survey indicates that an engineering technologist 3 is paid 17.4% less than the market rate, while the engineering technologist 2 has had the good fortune to end up only 8.1% below the average salary.

Despite their diverse skills and their crucial role in the university setting, engineering technologists at U of T are paid well below the standard for simple maintenance workers at a local TV station, even below the standard wage for the cutback-ridden CBC. Despite the research intensive nature of the U of T, engineering technologists here are paid approximately what they are paid at York University, a less research oriented institution.

The results of the survey, by classification, are as follows:

Classification	Average Wage	U of T Wage	% Deviation
Engineering Technologist 2	\$28,874	\$26,720	-8.1%
Engineering Technologist 3	\$34,781	\$29,630	-17.4%

ENGINEERING TECH 2

Institution		Eng Tech 2	63	
Ontario Hydro		Minimum	Midpoint	Maximum
Job Title	84	34,788	35,898	37,008
Technician	85	36,157	37,310	38,464
	86			
Institution		Eng Tech 2	4	
CTV		Minimum	Midpoint	Maximum
Job Title	84			
Maintenance Technician	85	30,982	35,256	41,756
	86	32,240	36,712	43,472
Institution		Eng Tech 2	5	
CFTO-TV		Minimum	Midpoint	Maximum
Job Title	84	22,235	30,700	37,252
Maintenance Technician	85	22,800	31,616	38,355
	86	23,587	32,552	39,498
Institution		Eng Tech 2	A	
CBC		Minimum	Midpoint	Maximum
Job Title	84	22,412	27,321	31,560
Maintenance Technician	85	23,084	28,140	32,506
	86			
Institution		Eng Tech 2		
York University		Minimum	Midpoint	Maximum
Job Title	84	24,487	25,507	
Eng Tech 2	85	25,895	28,974	
	86			
Institution		Eng Tech 2	3B	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	22,050	25,940	29,830
Eng. Tech. 2	85	22,710	26,720	30,730
	86	23,620	27,790	31,960
Institution		Eng Tech 2	2	
Treasury Board of Canada		Minimum	Midpoint	Maximum
Job Title	84	22,323	24,242	27,141
Product Development Technician	85	22,993	25,964	27,955
	86	23,683	26,743	28,794
Institution		Eng Tech 2	2	
Canada Post Corp.		Minimum	Midpoint	Maximum
Job Title	84			
AEPSS 2	85	25,417		
	86			
Institution		Eng Tech 2		
Community Colleges		Minimum	Midpoint	Maximum
Job Title	84	21,185	22,264	23,673
Technologist 1	85	22,093	22,489	24,648
	86			

ENGINEERING TECH 3

Institution		Eng Tech 3	66	
Ontario Hydro		Minimum	Midpoint	Maximum
Job Title	84	41,650	43,137	44,310
Eng. Technologist - Design	85	43,020	44,393	45,766
	86			
Institution		Eng Tech 3	9	
CFTO-TV		Minimum	Midpoint	Maximum
Job Title	84		42,016	
Sr. Maintenance Technician	85		43,201	
	86		44,408	
Institution		Eng Tech 3	5	
CTV		Minimum	Midpoint	Maximum
Job Title	84			
Sr. Maintenance Technician	85	34,320	39,988	44,616
	86	35,724	41,548	46,384
Institution		Eng Tech 3	B (+ Co-ordi)	
CBC		Minimum	Midpoint	Maximum
Job Title	84	28,852	33,091	31,560
Sr. Maintenance Technician	85	29,717	34,083	37,805
	86			
Institution		Eng Tech 3	4	
Canada Post Corp.		Minimum	Midpoint	Maximum
Job Title	84			
AEPSS 4	85	30,595	32,984	35,373
	86			
Institution		Eng Tech 3	4	
Treasury Board of Canada		Minimum	Midpoint	Maximum
Job Title	84	27,618	30,015	33,613
Electronics Technician	85	28,448	32,150	34,621
	86	29,301	33,115	35,660
Institution		Eng Tech 3	4B	
UNIVERSITY OF TORONTO		Minimum	Midpoint	Maximum
Job Title	84	24,450	28,770	33,090
Eng. Tech. 3	85	25,191	29,630	34,070
	86	26,200	30,820	35,440
Institution		Eng Tech 3		
York University		Minimum	Midpoint	Maximum
Job Title	84	26,758	27,873	
Eng Tech 3	85	28,287	29,478	
	86			
Institution		Eng Tech 3	10	
Community Colleges		Minimum	Midpoint	Maximum
Job Title	84	25,525	27,085	28,860
Technologist 2	85	26,500	27,125	29,835
	86	28,392	29,952	31,609

Concerned?

Your staff association has prepared this salary survey to provide information to U of T staff members. We think that a first class institution like the U of T should be a first class payer in the market. We'd like to know what you think. Look over the survey. Then give UTSA a call at 978-8844, or drop us a line through campus mail at 455 Spadina Ave. #402, Toronto, Ont. M5S 1A1

Newspaper ad signals new activism of university chairmen

An advertisement in the Nov. 13 *Globe and Mail* thanking the provincial government for the recent funding increase, placed by the chairmen of the boards of Ontario's 18 university-level institutions, signals renewed activism among the province's leading board members.

Robert Siskind, chairman of the Board of Governors of the University of Western Ontario, speaking on behalf of his colleagues, said they wanted to send "a positive message" to the government. "This is the first time we've seen a light in the dark time of underfunding and we decided to get that message to the government in a positive, open way."

The quarter-page ad will be paid for by the Council of Ontario Universities, Siskind said. The decision to place the ad was made at a meeting of chairmen and university presidents held at Western Nov. 7 and 8.

The chairmen's group intends to be "proactive" in future, Siskind said. On Nov. 17 it met Ontario Premier David

Peterson to press the case for continued university funding above inflation.

"The funding announcement isn't the end of the process," Siskind said. "That message was clear all around the table." Undoing the damage of underfunding will take more than one year of spending increases, he added.

"The meeting with the premier allowed him to get to know us and to learn that university boards are prepared to be involved in the decision-making on funding in future," Siskind said.

Chairmen can encourage the efficient use of government money in accordance with the needs of the institutions they serve, Siskind said. Board members have a responsibility to ensure that university priorities and government spending intentions "run parallel and don't contrast".

St. Clair Balfour, chairman of U of T's Governing Council, said that because council members are unpaid volunteers they can act as disinterested representatives of the broad interests of the university community.

Renewed encouragement for the Ontario university tradition!

Lately you've probably heard and read a great deal about the problems of university financing. The term "underfunding" became part of the Ontario vocabulary.

This month the Peterson government responded to the student, faculty and staff pleas for increased support for Ontario's university system.

As University Board chairmen, we're proud of our universities — of their research, their teaching, and their integral roles within the communities we represent.

Ontario has the finest universities in this country, and they deserve the support of all of us. We applaud the recent government response as a strong message of encouragement and support for the Ontario university tradition.

Christine McMillan

Brock University



Jon K. Grant

Trent University



Claude Edwards

Carleton University



J. Trevor Eyton

University of Waterloo



E.C. Bovey

University of Guelph



R.G. Siskind

The University of Western Ontario



Robbert P. Welter

Lakehead University



Frank Wiley

Wilfrid Laurier University



Normand J. Forest

Laurentian University



John H. Brockshire

University of Windsor



John P.G. Gordon

McMaster University



Bruce Bryden

York University



Jean-Paul Desjardins

University of Ottawa



William B. Pattison

Ryerson Polytechnical Institute



Walter Light

Queen's University



John Flynn

Ontario Institute for Studies in Education



St. Clair Balfour

University of Toronto



Betty Smith

Ontario College of Art



NOTEBOOK

Convocation last week had a touch of colour beyond that usually provided by the academic hoods. A woman wearing a pink leotard and a mask reminiscent of Miss Piggy ran onto the stage twice and shook hands first with Professor Ursula Franklin, then with Chancellor John Aird. Then she disappeared, leaving no further clues as to her message.

One of our favourite sources, the UC Newsletter, has a contest going that challenges faculty to produce the best excuse for late essays or request for an extension. Professor Stephen Clarkson has submitted the first two entries:

- "I was kidnapped." (In the process of being initiated into a fraternity, the student was abducted for three days and three nights of various unmentionable labours.)
- By long-distance phone on a Sunday evening: "My dog is lost." (The student was skiing in Vermont for a weekend and was unwilling to return until he had located his pet.)

News of the SLOWPOKE reactor facility, as gleaned from the annual report: Professor David Barham of the Department of Chemical Engineering & Applied Chemistry assisted two junior Barhams in school science projects that used SLOWPOKE to investigate the growth enhancement phenomenon of radiation on mung beans. A Grade 8 science fair project won second place, a Grade 13 biology project an A+. Will the next step be to put the beans into a SLOW cooker?

It is clearly an honour to be asked to edit a volume of *The History of the University of Oxford* as Jim

McConica, president of St. Michael's, has done. But honours cut both ways. In England they count it to Oxford's credit that it can call on scholars from around the world to contribute to such a project.

In a review of McConica's volume, the Shakespearian scholar A.L. Rowse, writing in *The Financial Times* of London, notes: "It is a tribute to Oxford's world-wide influence that the Tudor volume is edited by a Canadian." He goes on to recognize both the impeccable scholarship and the real excitement of the book: "Professor McConica rightly makes the dominating theme of his volume *The Rise of the Colleges*." R.M. Roberts, writing in *The Daily Telegraph*, reserves his highest praise for the McConica volume. "It is," he writes, "a marvellous, exciting, inexhaustible book."

Although the three volumes published so far (there are five more to come) are rather expensive (about \$140 Canadian each), university graduates, who are "likely to enjoy larger incomes than most of their fellow citizens", should consider the purchase, writes Roberts. "They may even be a bargain at the price, for they contain a wealth of information, argument and amusement. The scholarship is not only solid, it is bang up-to-date and supported by detailed references."

When the Department of Philosophy advertised for video thoughts, we were all ready to provide descriptions of abstract movements of colour and light as perceived by the mind's eye. Turns out that is not what is being sought for the department's upcoming festival of philosophic videos. The idea is to collect information on cassettes, tapes, etc. that can be used to illustrate lectures on philosophy. So we can go back to thinking in black and white, safe in the knowledge that no one will find out.

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Added
Treasures



November

For the Back of a Likeness, by Robert Finch (The Porcupine's Quill; 76 pages; \$7.95). This collection of poems appears on the 40th anniversary of Robert Finch's first Governor-General's award-winning *Poems* (1946).

Aging in Canada: Social Perspectives, Second Edition, edited by Victor W. Marshall (Fitzhenry & Whiteside; 613 pages; \$19.95). Essentially a new book, this volume assembles a broad spectrum of materials on aging and its implications both for individuals and for Canadian society as a whole. Contributors are drawn from many fields, reflecting the interdisciplinary nature of the subject.

Lettura e Conversazione, by Salvatore Bancheri, Paul Colilli, Diana Iuele-Colilli and Michael Lettieri* (U of T Press; 116 pages; \$10.95). Designed for beginning students of Italian at the high school, university and college levels, the book uses a series of dialogues and readings based on actual experiences and situations that students face in daily life.

October

Dvorak in Love, by Josef Skvorecky*, translated by Paul Wilson (Lester & Orpen Dennys, 320 pages; \$22.95). In 1893, at the height of his prodigious powers, Anton Dvorak was persuaded to leave his native Bohemia to go to New York to be the director of the National Conservatory of Music. Out of this brief historical footnote has come a novel about Dvorak's passion for America, music and the Bohemian countess Josephine, his sister-in-law.

It's Over ★ It's Beginning, by F.W. Watt (The Porcupine's Quill; 100 pages;

\$7.95). Each poem can be taken on its own or as part of a larger story which begins at the mid-point of a life. They speak of human frailty, social and self-deceptions, and the intensities and brevities of love.

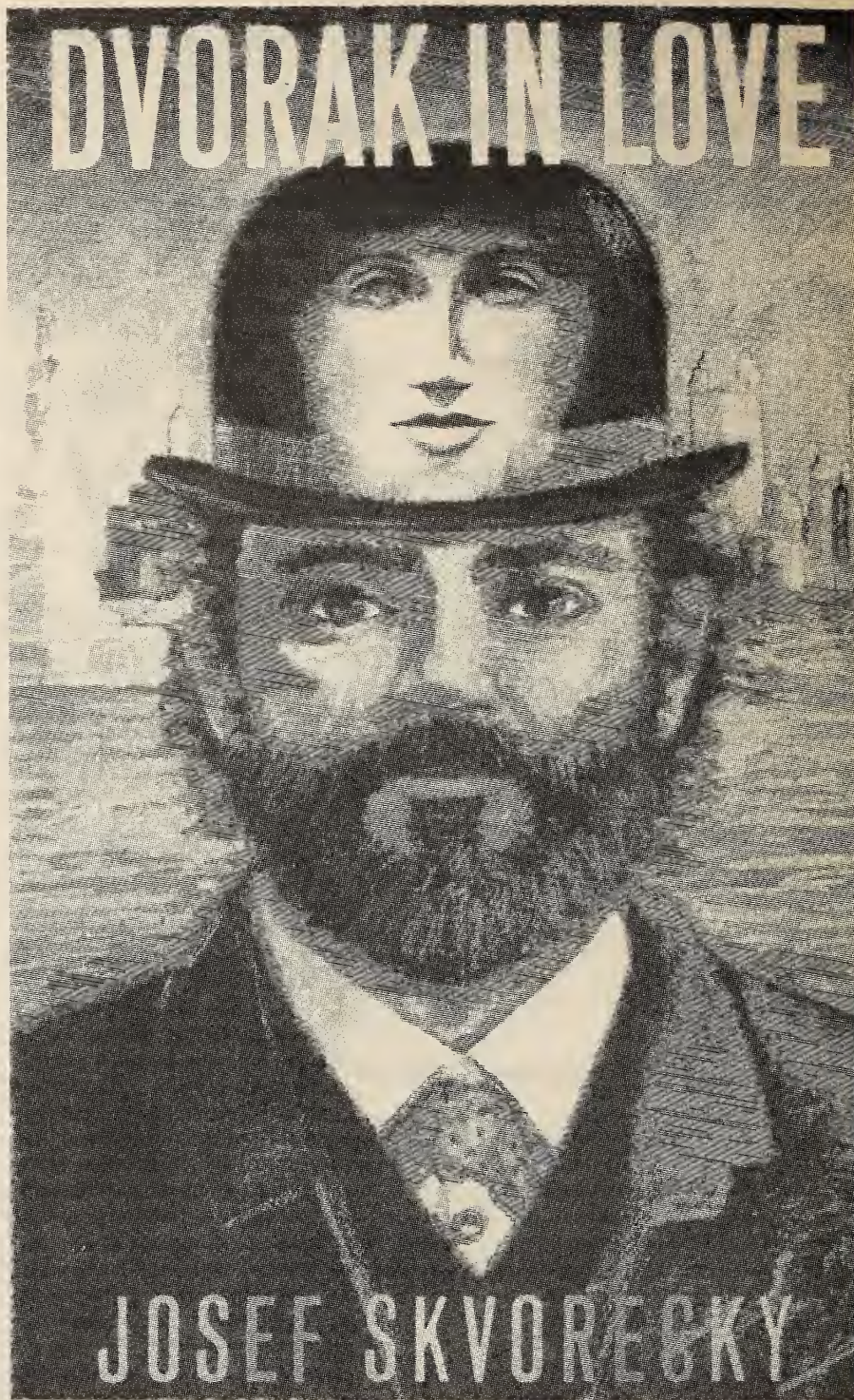
Catching up August

International Business Transactions and Economic Relations: Cases, Notes and Materials on the Law as it Applies to Canada, by J-G. Castel, A.L.C. deMestral and W.C. Graham* (Emond-Montgomery Publications Ltd.; 950 pages; \$119.50). A working knowledge of international trade law requires the practitioner to be familiar with a range of international legal issues. This Canadian source book provides a comprehensive treatment of every major relevant area of law and constitutes an extensive introduction to the field.

September

On the Musically Beautiful, by Eduard Hanslick, translated and edited by Geoffrey Payzant* (Hackett Publishing Company, Indianapolis; xxiv and 127 pages; \$5.95 US). This classical work in philosophical aesthetics of music first appeared in 1854 with the title *Vom Musikalisch-Schönen*; the only previous English translation appeared in 1891. For this translation Payzant has written a preface, concluding essay and annotations; in these he corrects prevailing misconceptions about Eduard Hanslick, his philosophical background, and his purpose in writing the book.

U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.



Is projected faculty shortage a myth?

The fear of a shortage of Canadian university teachers in the 1990s is unfounded, says a study by an Ottawa statistician and policy analyst.

According to Max von Zur-Muehlen, research professor in the Faculty of Administration at the University of Ottawa and executive director of the Canadian Higher Education Research Network (CHERN), which commissioned the study, the supply of Canadian academics is likely to be adequate for many years to come, given the demand for university teachers and the supply of doctoral graduates.

The study argues that the universities and the granting councils have accepted without verification the hypothesis that the supply of PhDs might be inadequate to satisfy the demand for faculty in the next decade. Von Zur-Muehlen points out that in the 1990s the faculty complement will merely have to be maintained, not supplemented, since the student body will have stopped growing and may in fact be reduced.

At the same time, the annual number of doctoral degrees awarded in Canada is increasing, and this supply of labour could be augmented by the doctoral graduates of recent years who, unable to obtain tenured positions, have entered "holding patterns". Assuming annual replacement demand to be 500 to

600 annually, with only two-thirds of these positions requiring doctorates, von Zur-Muehlen estimates that until 1990 there will be more than enough PhDs to meet the replacement demand in all disciplines but environmental studies, social work, dentistry and forestry. The greatest oversupply will be in psychology and modern and medieval languages and literature.

Dan Lang, assistant vice-president (planning), does not agree with von Zur-Muehlen. "I suspect that his notion of replacement really means retaining staff/student ratios in gross terms," said Lang. "I'd be surprised if there were many universities that would take such a simple approach to replacement. Turnover has to do with the capability to shift positions around: it's not necessarily one for one. I think the demand for replacement will be fairly great for that reason alone."

Lang believes von Zur-Muehlen's projections do not go far enough into the 1990s. The rate of staff turnover is likely to increase beyond 1990, said Lang, and the supply of graduate students may not be as great as von Zur-Muehlen expects. "In our experience at U of T, there is little connection between numbers of students in undergraduate and graduate programs."

APPOINTMENTS

Recent academic appointments

The Academic Affairs Committee, at its meeting of Nov. 6, approved or received notice of the following appointments:

Centre for Religious Studies
Professor Paul W. Gooch,
director, from July 1, 1986 to
June 30, 1991

Faculty of Medicine
Department of Biochemistry
Professor Hugh G. Lawford,
professor, from July 1, 1986



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MEMBERS' RECEPTION

Wednesday, December 10
Main Lounge
5 - 7 p.m.

For Members Only

Please bring your invitation



Events

LECTURES

Mir Taqi Mir: The Autobiography of an 18th Century Urdu Poet.

Monday, November 24
Prof. C.M. Naim, University of Chicago; 1986 Aziz Ahmad lecture. Upper Library, Massey College. 4 p.m. (South Asian Studies)

The Prediction and Management of Violent Behaviour.

Wednesday, November 26
Prof. Vernon L. Quinsey, Department of Psychiatry. Auditorium, Clarke Institute of Psychiatry. 12 noon. (Psychiatry)

Theological Education at Victoria.

Wednesday, November 26
Prof. Em. John Webster Grant, Emmanuel College; final Mind and Matter sesquicentennial lecture. Emmanuel College Lecture Hall, Victoria University. 8 p.m. Tickets free but required. (Victoria College Alumni and Victoria University)

International Law Institute for Canada and the World.

Wednesday, November 26
David Wright, Q.C., Lawyers for Social Responsibility. 179 University College. 8 p.m. (Science for Peace, Canadian Physicians for the Prevention of Nuclear War and Lawyers for Social Responsibility)

Voltaire and Diderot: Human and Literary Relationships.

Thursday, November 27
Prof. Haydn Mason, University of Bristol. 244 University College. 4 p.m. (Graduate French)

Music and Morals in the Late 20th Century.

Thursday, November 27
Prof. Allan Bloom, University of Chicago; John M. Olin lecture in American political culture. Council Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4.10 p.m. (Political Science and USMC)

La crise constitutionnelle, 1960-1985: un retour en arrière.

Friday, November 28
Prof. S.B. Ryerson, Université de Québec à Montréal. Room 2001, 7 King's College Circle. 11 a.m. (Graduate French, Association for Canadian Studies and Secretary of State)

The Impediment of Impotence: A Procedural and Evidential Problem for Ecclesiastical Courts.

Friday, November 28
Jacqueline Murray, Centre for Reformation & Renaissance Studies. Senior Common Room, Burwash Hall, Victoria College. 8 p.m. (Renaissance & Reformation Colloquium)

The Myth of Women's Masochism.

Sunday, November 30
Prof. Paula J. Caplan, Centre for Women's Studies in Education. Auditorium, Medical Sciences Building. 3 p.m. (Royal Canadian Institute)

Eastern Europe's Destructive Nationalism.

Monday, December 1
Prof. Norman Davies, University of London. 1105 Sandford Fleming Building. 7.30 p.m. (Ukrainian Studies)

Development: A Feminist Analysis on Aging.

Monday, December 1
Prof. Sheila Neysmith, Faculty of Social Work. 2-212/2-213, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m. (Women's Studies in Education, OISE)

Work, Health and the Future: What Will it Look Like? How Do We Prepare for It?

Tuesday, December 2
Rick Carlson, The New Health Group, and Clement Bezold, Institute for Alternative Futures. 103-104 Fitzgerald Building. 5 to 6.30 p.m. (Community Health)

Of Parasols and Peacocks: The Persian Conquest of Classical Athens.

Wednesday, December 3
Prof. Megan C. Miller, McMaster University. Lecture room, McLaughlin Planetarium. 4.30 p.m. (Archaeological Institute of America, Toronto Society)

The Struggle for Susa: The "Gulf War" in the Ancient Near East.

Wednesday, December 3
Prof. Burkhard Kienast, University of Freiburg. 3154 Medical Sciences Building. 8 p.m. (Society for Mesopotamian Studies)

COLLOQUIA

How I Discovered the Most Distant Object in the Universe.

Wednesday, November 26
Prof. Paul Hewett, University of Cambridge. 137 McLennan Physical Laboratories. 3.10 p.m. (Astronomy)

"Did David Fall in Love with Bathsheba and Send Uriah to the Battle Front?" A Muslim Exegesis Discussed.

Thursday, November 27
Prof. Anthony Johns, Australian National University. Upper Library, Massey College. 1.15 p.m. (Centre for Religious Studies)

Charm Quark, Lifetimes and High Energy Photon.

Thursday, November 27
Prof. George Luste, Department of Physics. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

A Synthetic Approach to Bruceantoin.

Friday, November 28
Prof. Zdenek Valenta, University of New Brunswick. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

Perceiving, Acting and Knowing.

Thursday, December 4
Prof. Michael Turvey, University of Connecticut. 2135 Sidney Smith Hall. 4 p.m. (Psychology)

Quantum Phase Coherence in Mesostopic Systems.

Thursday, December 4
Prof. A.D. Stone, Yale University. 102 McLennan Physical Laboratories. 4.10 p.m. (Physics)

Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 45 Willcocks St., by the following times:

Events taking place December 8 to January 12: *Monday, November 24*

Events taking place January 12 to 26: *Monday, December 22*

SEMINARS

Molecular Structure and Conformation of Human Apolipoprotein B.

Thursday, November 27
Dr. Yves L. Marcel, Université de Montréal. 417 Best Institute, 112 College St. 2 p.m. (BBDMR)

Whales Beneath the Ice: A World Wildlife Fund Arctic Conservation Program.

Thursday, November 27
Monte Hummel, World Wildlife Fund. 211 Haultain Building. 4 p.m. (IES)

Responses of Boreal Forest Cryptogamic Species to Simulated Acid Precipitation.

Thursday, November 27
Martha Scott, post-doctoral fellow, Department of Botany. 2082 South Building, Erindale College. 5 p.m. (Erindale Biology)

The Management of Urban Growth in Africa: Environmental Pressures and Community Response.

Friday, November 28
Prof. Richard Stren, Urban Management Project, and Prof. Rodney White, Institute of Environmental Studies; brown bag series. Room 410, 455 Spadina Ave. 12 noon to 2 p.m. (Urban & Community Studies)

Paleography in England: 1250-1500, I.

Friday, November 28
Abigail Young, Records of Early English Drama; fifth in series, Manuscripts, Books and Libraries from Petrarch to Milton. 321 Pratt Library, Victoria College. 2 to 4 p.m. (Reformation & Renaissance Studies)

Cognition and Computing in Education.

Monday, December 1
Prof. Roy Pea, New York University; Literacy and Computing series. Coach House, 39A Queen's Park Cres. E. 4 p.m. (McLuhan Program)

The Process of Utilization of Ambulatory Care: A Focus on Age Differences.

Tuesday, December 2
Prof. Francois Béland, University of Montreal; research seminar on aging. Room 204B, 455 Spadina Avenue. 3 to 5 p.m. (Gerontology)



The Toronto Renaissance & Reformation Colloquium presents a lecture, The Impediment of Impotence: A Procedural and Evidential Problem for Ecclesiastical Courts, November 28. See Lectures for details.

Studies on Galanin: A Neuropeptide which Inhibits Insulin Secretion.

Tuesday, December 2
Prof. Tom MacDonald, University of Western Ontario. North classroom, basement, College Wing, Toronto General Hospital. 5 p.m. (Banting & Best Diabetes Centre)

New Ways of Developing Scientific Productions for a Mass Audience.

Wednesday, December 3
David M. Seager, National Geographic Society. Auditorium, Medical Sciences Building. 4 p.m. (Art as Applied to Medicine, and Anatomy)

Some Engineering Aspects of Glaucoma.

Thursday, December 4
Prof. Ross Ethier, Department of Mechanical Engineering. 412 Rosebrugh Building. 1 p.m. (Biomedical Engineering)

Perception of Pattern-Pathway to Profound Productivity.

Thursday, December 4
Prof. L.E. Jones, Faculty of Applied Science & Engineering. 211 Haultain Building. 4 p.m. (IES)

Numerical Solution of the 10 mm Germanium Float Zone.

Thursday, December 4
Ziad Saghir, Canadian Astronautics Limited, Ottawa. 252 Mechanical Engineering Building. 4 p.m. (Mechanical Engineering)

Paleography in England: 1250-1500 II.

Friday, December 5
Abigail Young, Records of Early English Drama; final in series, Manuscripts, Books and Libraries from Petrarch to Milton. 321 Pratt Library, Victoria College. 2 to 4 p.m. (Reformation & Renaissance Studies)

Gnosticism and Pluralism in Early Christianity.

Friday, December 5
Prof. A.E. Samuel, Department of Classics. 148 University College. 3.10 p.m. (Classics)

Dessication as the Switch that Terminates Seed Development and Triggers Germination.

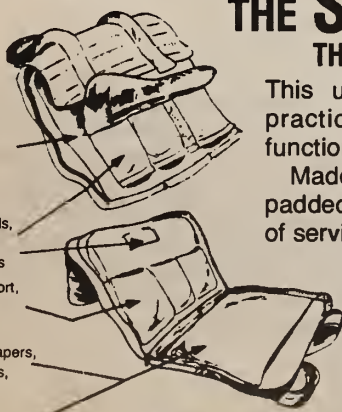
Friday, December 5
Prof. Derek Bewley, University of Guelph. 7 Botany Building. 3.30 p.m.

Performance In Cold Water: Lessons from the Diving Women of Korea.

Monday, December 8
Prof. Donald Rennie, visiting Rosenstadt scholar, School of Physical & Health Education. Board Room, Benson Building. 4 p.m. (P&HE)

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MEETINGS & CONFERENCES

York University Week at the Department of Computer Science.

Tuesday, November 25
Modelling Optimization Test Problems with a Finite Number of Characterized Points, Prof. Nesam Mahdavi-Amiri, York University. 120 Galbraith Building. 2 p.m.
Computational Logics and Computational Semantics, Prof. Zbigniew Stachniak, York University. 119 Galbraith Building. 3 p.m.
Trees in Sparse Matrix Computation, Prof. Joseph W.H. Liu, York University. 120 Galbraith Building. 4 p.m.

Thursday, November 27
The Performance vs. Computation Time Tradeoff in Database Concurrency Control, Prof. Jia Xu, York University. 1101 Sandford Fleming Building. 11 a.m.
Algorithmic Applications of the Halving Method, Prof. Andranik Mirzaian, York University. 220 Galbraith Building. 3 p.m.
(Computer Science)

One Day Symposium for Physicians and Health Professionals.

Wednesday, November 26
Inn on the Park. 9 a.m. to 4.30 p.m.
Information: Norah Rankin, Banting & Best Diabetes Centre, University of Toronto, 978-4737.
(Banting & Best Diabetes Centre and Canadian Diabetes Association)

Admissions, Curriculum & Standards Subcommittee.

Wednesday, November 26
Council Chamber, Simcoe Hall. 4 p.m.

Governing Council.

Thursday, December 4
Council Chamber, Simcoe Hall. 4.30 p.m.

The Quest for the Interleaved Set.

Thursday, December 4
Prof. Jane Millgate, Faculty of Arts & Science; meeting of Friends of the Thomas Fisher Rare Book Library. Fisher Library. 8 p.m.
Information: Elinor Fillion, 978-7803.

FILMS

Village Man, City Man

Wednesday, December 3
Room 153, Level A, Audiovisual Library, Sigmund Samuel Library. 12 noon to 12.38 p.m.
(South Asian Studies)

PLAYS & READINGS

Prof. F.W. Watt

Wednesday, November 26
Poet reads from his new book *It's Over * It's Beginning*. UC Union, 79 St. George St. 4.15 p.m.

The Donnelly Trilogy: Handcuffs.

Tuesday, December 2 to Sunday, December 7
By James Reaney. Graduate Centre for Study of Drama, 1986-87 season. Robert Gill Theatre, Koffler Centre. Performances at 8 p.m. except Sunday, 2 p.m. Tickets \$5, students and seniors \$3.
Reservations: Monday to Friday 11 a.m. to 5 p.m. 586-7986.

Rosemary Sullivan.

Wednesday, December 3
Poet reads from her work. Walden Room, UC Union, 79 St. George St. 4.10 p.m.

The York Nativity.

December 3 to December 14
A medieval Christmas pageant. Theatre, Royal Ontario Museum. Performances at 8 p.m. Dec. 3 to 6 and Dec. 10 to 13; Dec. 7 and 14, 2 p.m.
Tickets \$8, students and seniors \$5; children \$3. (PLS and ROM)

The Emperor's New Clothes.

Saturday, December 6 and Sunday, December 7
Drama production. Meeting Place, Scarborough Campus. Saturday, 2.30 and 7 p.m.; Sunday, 2.30 p.m.

MUSIC

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

U of T Guitar Ensemble.

Wednesday, November 26
Eli Kassner, director; Bryan Martin, conductor. Walter Hall. 8 p.m.
Tickets \$3.

Thursday Noon Series.

Thursday, November 27
Music by student composers.

Thursday, December 4
Recital featuring performances by student chamber groups. Walter Hall. 12.10 p.m.

U of T Concert Choir.

Friday, November 28
Robert Cooper, conductor. Walter Hall. 8 p.m.
Tickets \$3.

U of T Jazz Ensemble.

Saturday, November 29
Phil Nimmons, director; an evening of big band sounds. MacMillan Theatre. 8 p.m.
Tickets \$5, students and seniors \$3.

U of T Concert Band.

Tuesday, December 2
Stephen Chenette, conductor. MacMillan Theatre. 8 p.m.
Tickets \$3.

Information on all events in the Edward Johnson Building available from the box office, 978-3744.

ROYAL CONSERVATORY OF MUSIC

Royal Conservatory Orchestra.

Friday, November 28
Paul Zukofsky, conductor; fourth in series of 11 concerts. Church of the Redeemer, Bloor and Avenue Rd. 8 p.m.
Tickets \$8, students and seniors \$5. RCM box office, 978-5470.

Orpheus Choir of Toronto.

Friday, December 5
First in series of three concerts. Grace Church-on-the-Hill, 300 Lonsdale Road. 8.15 p.m.
Subscription series \$25; single tickets \$9 or \$10 at the door, students and seniors \$7.
Information: 978-8231. (RCM Choral Program)



Phil Nimmons directs the U of T Jazz Ensemble in an evening of big band sounds November 29. See details at left.

Brass Quintet.

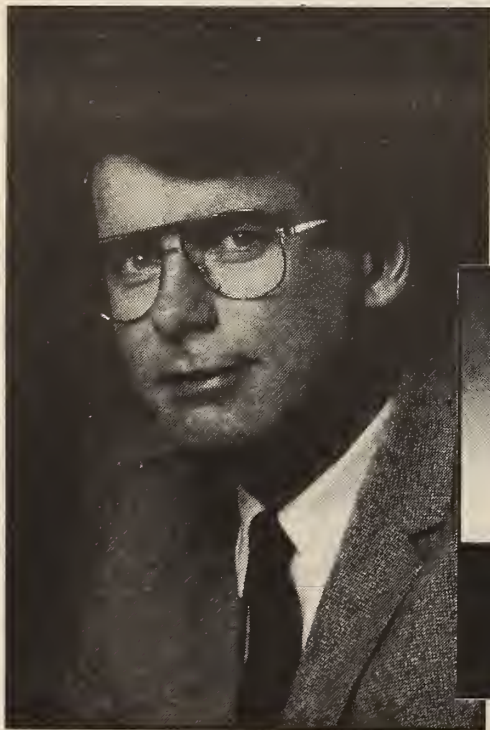
Sunday, November 30
Concert by the composers. Meeting Place, Scarborough Campus. 3 p.m.
Admission free.

Christmas at Knox.

Wednesday, December 3
Annual carol service with Knox College Choir, directed by John Derksen. Knox College. 8 p.m.

Orpheus Choir of Toronto.

Friday, December 5
First in series of three concerts. Grace Church-on-the-Hill, 300 Lonsdale Road. 8.15 p.m.
Subscription series \$25; single tickets \$9 or \$10 at the door, students and seniors \$7.
Information: 978-8231. (RCM Choral Program)



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WASHINGTON ART WEEK: three major art exhibitions including the AGE OF SULEYMAN THE MAGNIFICENT beckon the art enthusiast to Washington in February. Escorted by Glenn Ryley.

GEMS & GLITTER: attend the annual European Jewellery Fair in Basle — the major showcase of European watch and jewellery design — in the company of Jack Bunting of Secrett. Late April.

HISTORIC ENGLISH GARDENS: not just any old garden tour. With Dr. Douglas Chambers explore over twenty gardens from the 16th to the 20th centuries, to discover the history of landscape. Chelsea Flower Show also. May.

TREASURE HOUSES OF BRITAIN: an unusual opportunity to visit some of the smaller private treasure houses rarely open to the public, and to meet the owners and guardians at private receptions. May.

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EXHIBITIONS

Scarborough Campus.

To December 12
Physical Suspense, sculpture
by Magdalen Celestino. The
Gallery, Scarborough
Campus.
Gallery hours: Monday to
Thursday, 9 a.m. to 7 p.m.;
Friday, 9 a.m. to 5 p.m.;
Sunday, 2 to 5 p.m.

Justina M. Barnicke Gallery, Hart House.

To December 13
East Gallery: Hart House
Collects: The 1980s.
West Gallery: Lois Ellis,
Works on Paper.
Gallery hours: Tuesday to
Thursday, 11 a.m. to 9 p.m.;
Friday, Saturday, 11 a.m. to
6 p.m.; Sunday, 2 to 5 p.m.

Thomas Fisher Rare Book Library.

To January 5
Dramatis Personae: amateur
theatre at the University of
Toronto, 1879 to 1939; ex-
hibition organized by Univer-
sity Archives.
Hours: Monday-Friday,
9 a.m. to 5 p.m.

Faculty of Architecture and Landscape Architecture.

November 26 to December 18
The Aga Khan Awards for
Architecture, 1980-86.
Winners of the triennial
awards for Islamic architec-
ture. Courtesy of the Aga
Khan Awards for
Architecture.
Galleries, 230 College St.
Gallery hours: Monday to
Friday, 9 a.m. to 5 p.m.

Rabindranath Tagore, An Apostle of Peace.

December 3 to December 22
Robarts Library, Main
Display Area.
Hours: Monday-Friday,
8.30 a.m. to 12 noon; Satur-
day, 9 a.m. to 5 p.m.;
Sunday, 1 to 10 p.m.
(Rabindranath Tagore
Lectureship Foundation)

MISCELLANY

OISE Fellows Awards.

Monday, November 24
Ceremony to honour Mavis
Burke, Ronald Duhamel,
Lucien Perras and Mary
Alice Stuart. Auditorium,
Ontario Institute for Studies
in Education, 252 Bloor St.
W. 8 p.m.

Backus Woods: Sight and Sound Tour.

Tuesday, November 25
Mary Gartshore, Kevin
Kavanagh, Mark Stabb and
Steve Varga; slide show and
discussion of ecology of
Backus Woods. Auditorium,
Medical Sciences Building.
7.45 p.m.
(Botany Conservation Group
and Federation of Ontario
Naturalists)

Aging: Mental Health and Illness.

The Family Growing Old: Challenge or Crisis.

Wednesday, November 26
Discussion of the impact of
aging on the family as well as
abuse of the elderly.

Drug Abuse, Alcoholism and the Elderly.

Wednesday, December 3
Dr. Sally Saunders, Addic-
tion Research Foundation, is
guest speaker. Seventh and
eighth of eight-part series.
Fee per session: \$2 payable
at the door, seniors free.
All sessions in auditorium,
Clarke Institute of
Psychiatry. 7 to 9 p.m.
Information: 979-6868.
(Geriatric Psychiatric
Service, Clarke Institute)

Sanctions on South Africa Now! University of Toronto Divest Now!

Wednesday, November 26
Public forum organized by
African & Caribbean
Students Association.
Debates Room, Hart House.
7.30 p.m.
Information: Gerald,
789-9477.
(African Studies)

Physical Suspense, an
exhibition of sculpture by
Magdalen Celestino is at the
Scarborough College Art
Gallery until Dec. 12.

PHD ORALS

Please contact the PhD oral
examination office at
978-5258 for information
regarding time and location
for these listings.

Friday, November 28
Stephen Paul Douglas,
Department of Chemistry,
"The Total Synthesis of
Bridged Ring A Steroids."
Prof. P. Yates.

Monday, December 1
Emil Lloyd Hallin, Depart-
ment of Physics, "A Search
for Metastable Bound States
of Doubly Negative Atomic
Oxygen." Prof. A.E.
Litherland.

Michael Patrick Teehan,
Department of Education,
"Parent-Infant Interaction:
An Exploratory Study of the
Effects of Dyadic Structure
and Parental Personality on
the Play of Babies." Prof. O.
Weininger.

Tuesday, December 2
Howard J. Himmelfarb,
Department of Medical
Biophysics, "Molecular
Genetic Studies of Transcrip-
tion and Translation in the
Yeast *Saccharomyces
cerevisiae*." Prof. J.D.
Friesen.

Frederick Wan-Yip Tse,
Department of Physiology,
"Presynaptic Inhibition of
Crustacean Neuromuscular
Synapses." Prof. H.L.
Atwood.

Wednesday, December 3
Ronald Anthony Brammall,
Department of Botany,
"Host-Pathogen Interactions
in Fusarium Crown and Root
Rot Disease of Tomato."
Prof. V.J. Higgins.

Thursday, December 4
John Stewart Waye, Depart-
ment of Medical Biophysics,
"Organization and Evolution
of Chromosome-specific
Human Alpha Satellite
DNA." Prof. H. Willard.

Friday, December 5
Eva Pila-Saperia, Depart-
ment of Education, "The
Effects of Anticipatory
Guidance on the Postnatal
Adaptation of First-time
Parents and Their Infants."
Prof. O. Weininger.

Monday, December 8
Mary Lambkin Coyle, Fac-
ulty of Management Studies,
"Competition in Developing
Markets: The Impact of
Order of Entry." Prof. G.S.
Day.

David Anthony Eberth,
Department of Geology,
"Stratigraphy, Sedimen-
tology, and Paleogeology of
Cutler Formation Redbeds
(Permo-Pennsylvanian) in
North-Central New Mexico."
Prof. A. D. Miall.

Rick John Harris, Depart-
ment of Education, "A
Theory of Public Policy and
Private Sector Relations in
Respect of Content Regula-
tion in Canadian Television."
Prof. A. Thomas.

Tuesday, December 9
Susan Elizabeth Gilbert,
Faculty of Management
Studies, "The Impact of
Union Involvement on the
Design and Introduction of
Quality of Work Life Pro-
grams in Industry." Prof. M.
Evans.

Wednesday, December 10
Christopher J. Brandl,
Department of Biochemistry,
"Structure and Expression
of the Ca(2+) ATPases of
Sarcoplasmic Reticulum."
Prof. D. MacLennan.



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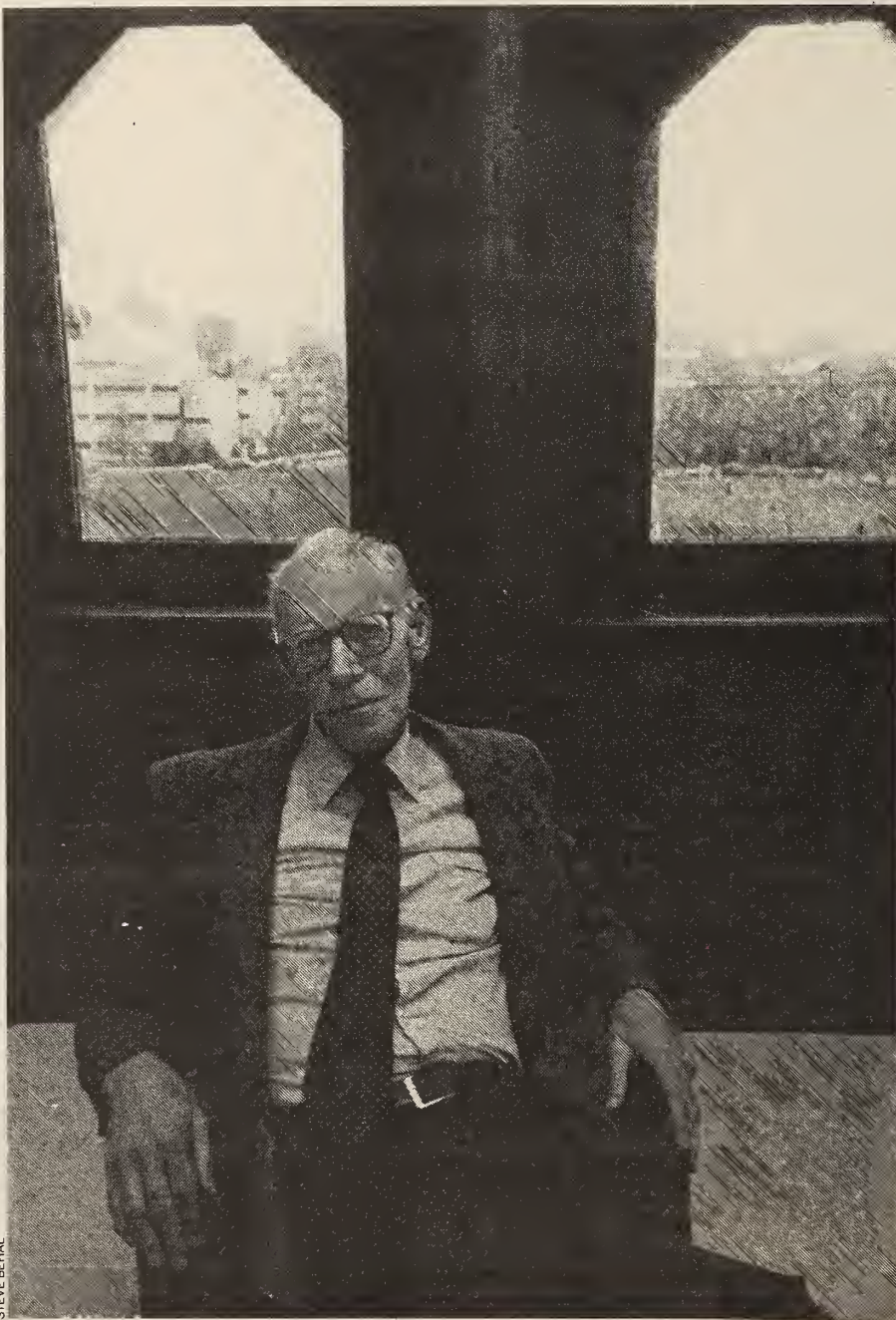
From double innocence to double ignorance

by W.H. Nelson

Hardly anyone has a kind word to say for the unicameral governing structure of this university. Once briefly seen as a bold experiment in university government — perhaps a model for all Canadian universities, it is now only an oddity. Except perhaps by a few of its members, past and present, the Governing Council is generally scorned as a muddled, cumbersome and nearly unworkable body. It has clearly little support outside the University and probably even less inside. It has never attracted many members, either lay or academic, of a quality to ensure its being taken seriously. Its best members, and it has always had some who are good and devoted, usually serve their terms in somewhat grim frustration, and retire gladly. Simcoe Hall does not like dealing with it; the faculty generally has always been hostile to it; it is hard to find students to sit on it. It has never managed to master its own procedures intelligently, to devolve authority effectively, to separate the important from the trivial in its debates, either centrally or in committees. The compelling argument for a unicameral governing body was that it could resolve what Claude Bissell 20 years ago called the "double innocence" of the old Senate and Board of Governors — the inability of the Senate to grasp financial realities and of the Board to understand academic needs. But for "double innocence" the Governing Council has substituted "double ignorance"; it has not effectively addressed either the academic or financial state of the University.

If the Governing Council and the Act of 1971 which created it were merely irrelevant reminders of a vanished communitarian enthusiasm for university reform, it might be possible to ignore them, as one would avert one's eyes from a derelict monument to a forgotten battle. But the fact is that the governing structure of this university is a serious impediment to dealing with our pressing needs. One of these days, perhaps fairly soon, we will have to reform and strengthen the governance of the University. But how did we get into our present plight, and are there any lessons in the past for the future?

The old governing structure of the University under the Act of 1906 vested power in the hands of a conventional lay board, the Board of Governors, and the president, the Board having specific



responsibility for University finances. Routine academic decisions were in the hands of a Senate dominated by senior faculty members and administrators, though its membership included some alumni. In its general features this structure was typical of that of almost all North American universities. It was essentially conservative and authoritarian. Although the Board of Governors left most academic matters to the Senate and president, it occa-

sionally did not, as when, for example, early in the Second World War it tried repeatedly to force President Cody to fire Professor Frank Underhill for his criticisms of the British Empire. This affair, along with some less serious instances of the Board's insensitivity to academic freedom, left a residue of hostility towards the governors among faculty. Even so, the initiative for reform of the governing structure of the University did not come until the early 1960s, and then only as a local echo of a general move towards university reform in Canada.

More than anything else it was the pace of university expansion in the 60s that made old institutional structures appear inadequate and irrelevant. In addition, threats to academic freedom like that apparent during the Crowe Case at United College in Winnipeg in 1958 seemed to confirm the unsuitability as university managers of governing boards made up of businessmen. CAUT had been calling for a national commission to examine university government, and in 1962 Claude Bissell, who was president of the Association of Universities and Colleges (as well as of this university), persuaded that body to join with faculty groups to establish such a commission. The eventual result of this

was the Duff-Berdahl Report of 1966 which, in Bissell's words, was a "British document", urging faculty representation on governing boards, as well as clear control over academic policy in the hands of strengthened senates.

The Duff-Berdahl recommendations did indeed point the way in which many of the universities in this country were to move in the years that followed. Once the turmoil of student radicalism in the late '60s had passed, and the principle of modest student representation in university government had been grafted onto that of faculty representation, it was Duff-Berdahl which, in varying degrees, shaped university reform. But at Toronto matters went in quite another direction. Bissell disliked the elaborate constitutionalism of British university government and had already begun to think of reform along sharply different lines from those recommended in the Duff-Berdahl Report. He saw the Board of Governors as an archaic and reactionary, as well as meddling, body; he shared the general view of the Senate as a useless fossil; he wanted to bring both faculty and students into university government, partly to disarm them; and he wanted to strengthen the power of the president. The idea of a representative single governing body seemed to him the one to pursue.

Bissell's enthusiasm for a unicameral governing structure was to be of crucial importance in the procession of events that culminated in the new Governing Act of 1971, but only because it fitted the local mood of the times and seemed to serve the interests of many other than Bissell himself. Most faculty members liked the idea of getting rid of the Board of Governors as well as of having themselves a substantial role in running the University; most student leaders similarly welcomed a direct role for themselves in University government and also liked the communitarian and open character of a single governing body; finally, the local press and much of the political establishment were hostile to the Board of Governors and to what seemed exclusive and elitist in our affairs, and so tended also to support the idea of unitary, democratic, and open management of the University.

And so we started along a slippery road whose twists and turns were sufficiently engaging to disguise from most of us the probability that it led in the wrong direction. In 1968, in a moment of somewhat thoughtless pique towards the Board and the administration, the Faculty Association rejected the careful formula of representation, including representation from the Board of Governors, that Bissell had worked out for membership on a commission to review the government of the University. The result was a committee (CUG — the Commission on University Government) with equal membership from staff and students which, predictably, recommended a unicameral governing body with equal numbers of staff, student, and lay members. At this point, in 1969, the faculty recoiled sharply from the prospect of staff-student equality in policy-making, especially from the threat of student

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Forum

Continued from Page 14

involvement in faculty appointments and dismissals. In the long wrangle over "parity" that followed, staff, students, administrators, and finally Queen's Park all produced formulas for representation on a governing council, and in this almost obsessive numbers game, we all increasingly ignored the underlying question of whether a unicameral system was desirable or not. Art Kruger recently reminded me of a meeting early in 1970 of the UTFA Committee on University Government, on which both he and I sat, where we discovered that a majority of the committee really favoured a reformed Board of Governors and Senate rather than a unicameral body; we concluded, however, that the unicameral idea had become so popular among faculty members that to propose anything else would only divide and weaken the faculty's voice.

The formula of representation the Faculty Association proposed provided for considerably stronger faculty representation and weaker student and lay representation than that finally established by the new Act in 1971. Our proposals also provided for an internal, University, majority on the Governing Council, which the Act rejected. I suppose one could argue that the changes and dilutions of representation finally crystallized in the Act contributed to the unworkability of the structure it created. In truth, however, I do not think our proposals would have worked much better than those finally adopted; we probably would have had a body better able to address academic matters than the present Governing Council, but it might well have had even less credibility outside the University.

Our real mistake was to press ahead, with a quite unnecessary sense of urgency, in the intensely politicized atmosphere of the times, to create a governing structure that, in its very essence, was political and not academic. Why did we do it? Other universities over the continent, indeed throughout the Western world, shared our problems and yet weathered those stormy years. Other universities had fossilized institutions; others had grown faster than we had and had new faculty members equally unsympathetic to local traditions; others had radical student movements far more threatening than

ours. We had no Mario Savio or Mark Rudd, no war, no conscription, no serious racial tensions. We had no armed students occupying residences as at Cornell, no riots in the streets as in Berkeley and Madison and many other places. There were no columns of smoke rising over the St. George campus as on many American campuses. We did not even have the little wars of some Canadian universities — Simon Fraser and Sir George Williams, for example.

We were, in truth, timid, parochial, and arrogant: timid in not defending our academic rights and interests; parochial in looking only at our own momentary concerns and disregarding both the wider university world and our own past; arrogant in assuming we could create a workable system of university government utterly unlike that of any other English-speaking university. Perhaps we were unfortunate in not having more serious confrontations. Certainly we were unlucky in an odd way: we were all too reasonable and accommodating, all of us — faculty, administrators, students, the Board of Governors, the provincial government. Suppose we had *not* had student leaders like Steven Langdon and Bob Rae, willing to engage in discussion and accept compromise. Suppose faculty members had *not* minded seeming reactionary and unresponsive. Suppose the Board of Governors had *not* gone quietly to its grave, and the provincial government had *not* patiently tried to accommodate the University. Suppose the administration had blindly resisted, rather than led, the movement for change. Probably any one, certainly any two, of these interested groups could have blocked change; this indeed was exactly what happened almost everywhere else. But we had no villains. Our guide was Candide. Had it not been so, we would have done what everybody else did — wait a few years and then modestly reform our creaking governance.

As to what can be done now, we have a problem with no ready solution. We might be able to improve somewhat the working of the present governing Act by persuading the Governing Council radically to devolve its authority to committees and faculties, but even if this could be done, the essential weakness of the structure would remain. Above all, the Governing Council's lack of weight and influence outside the University would not change. We could seek revision of the governing Act, but this would expose us to new dangers. We have a provincial government that has demonstrated an intense hostility to the privileges of professions from which we have no reason to feel exempt. Yet without an effective governing structure we are nakedly vulnerable to political and bureaucratic abuse. Probably one day not far off we shall have to try to get a new Act, but only, I hope, with careful preparation including external advice, and vastly more caution than we demonstrated last time.

W.H. Nelson is a professor of history, University College.

LETTERS

Absurd to base research on market value

So William Cochrane of Guaranty Trust thinks a faculty member's ability to recruit private sector monies should be a condition of tenure (*Bulletin*, Nov. 10). I have a better idea. Why not make it a condition of hiring? Better still, why not implement a sliding scale such that merit increases become proportional to the amount of external revenue generated? I can see it now: in addition to the countless hours and days spent preparing grant applications for government sources, investigators will be out feverishly beating the private sector bushes, lest the university toss them out on their ear for lack of marketing effort. Where in all this will researchers find the time to actually do the research, let alone address administrative duties and the needs of the students?

There can be little doubt that the university environment cultivates talent which would be of considerable value to the private sector. This notwithstanding, Mr. Cochrane's suggestion verges on the absurd. Surely he must realize that the private sector's interest in research is purely economic. Even more importantly, outside of large (and

enlightened) R & D corporations such as IBM and AT & T, private business is interested only in research of *current* market value. Hence most work in the pure sciences will be of little interest. As for the humanities, well . . .

A university is one of the few places where investigators pursue research simply because of the knowledge it affords us of the world we live in. To circumscribe areas of research on the basis of their expected market value is, as any historian of art or science knows, unproductive in the extreme. Yet this is the row Mr. Cochrane would have us hoe.

Let me make a suggestion. If Mr. Cochrane and his associates think university researchers have something they can use, let them take the initiative. Let them peruse calendars, journals and the like to keep pace with developments. And let them come knocking on my door if they're interested. In other words, Mr. Cochrane, you call me, because quite frankly, I'm unlikely to call you . . .

*C. Scott Findlay
Department of Zoology*

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